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## ABSTRACT

Career ladder program assessment for 1988, which is being conducted by The Arizona Career Ladder Research and Evaluation Project, is in its third year of data collection, analysis, and reporting. This document presents 38 statistical tables on average scores of responses to a survey of teachers and administrators regarding levels of program acceptability as broken down by program components, districts, developmental phases and other demographic conditions. Sub-scale components include the following variables or concepts: (1) general; (2) staff development; (3) teacher evaluation; (4) peer evaluation; (5) career ladder placement; and (6) organizational climate. Demographic variables included are the following: (1) program phase; (2) district; (3) gender; (4) career ladder participation; (5) position held; (6) ethnicity; (7) teaching experience; and (9) level taught. (JD)

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RESEARCH FINDINGS ON EFFECTIVE  
PROGRAM DESIGNS AND METHODOLOGIES

Quantitative Levels of Program  
Acceptability by  
Career Ladder Placement

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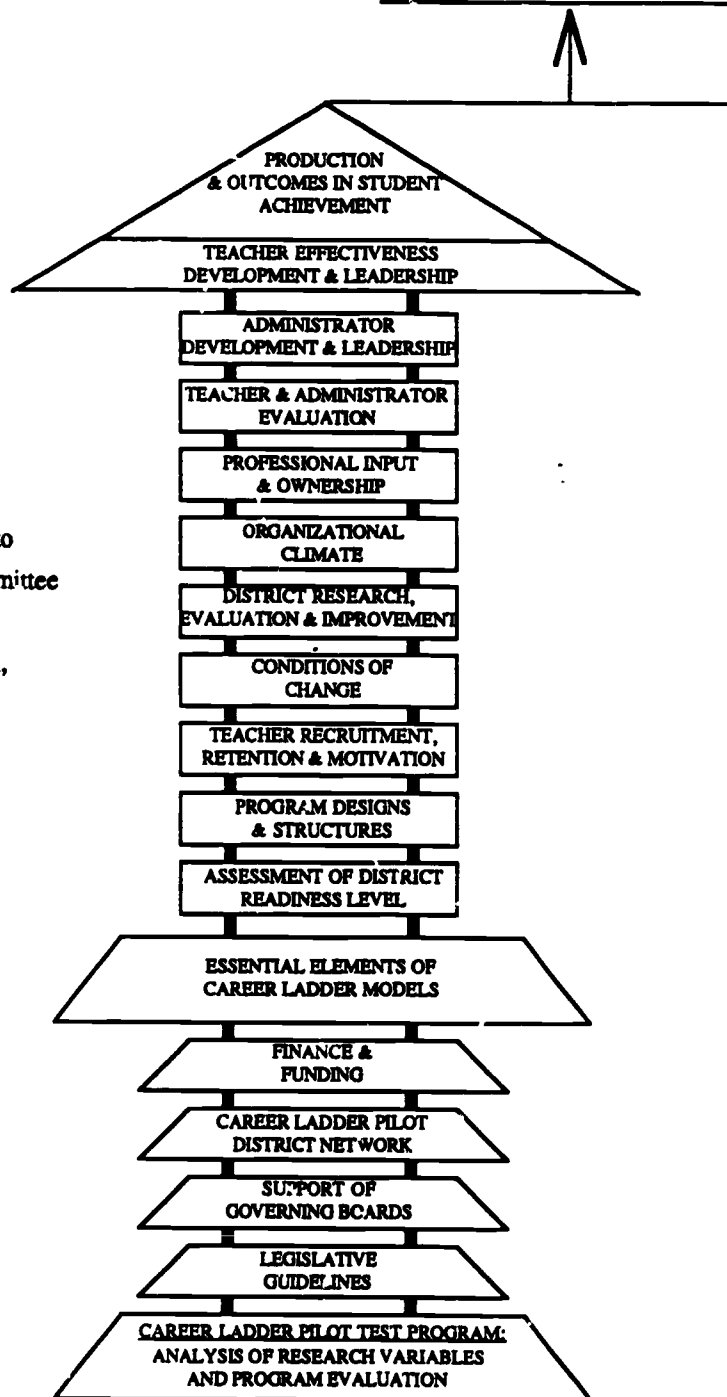
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**RESEARCH FINDINGS ON EFFECTIVE  
PROGRAM DESIGNS AND METHODOLOGIES**

Quantitative Levels of Program  
Acceptability by  
Career Ladder Placement

Document Presented to  
the Joint Legislative Committee  
on Career Ladders  
Arizona State Capitol,  
House Wing  
November 29, 1988



**A Model of Interrelated Components  
of Program Support and Focus**

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# QUANTITATIVE LEVELS OF PROGRAM ACCEPTABILITY BY CAREER LADDER PLACEMENT

## ----- Overview -----

Career ladder program assessment for 1988, which is being conducted by "The Arizona Career Ladder Research and Evaluation Project," is in its third year of data collection, analysis, and reporting. All 15 pilot-test districts have demonstrated exemplary cooperation and assistance in meeting research requirements, as well as initiating appropriate program changes as warranted by evaluation results. This ongoing cooperation and active involvement are especially noteworthy, given the inherent difficulty and risk in the implementation of evaluation research in similar social settings. To a high degree, project requirements are being realized. The study is clearly determining if teachers' professional careers and instructional performance activities are enhanced by the system, and what effects these developments have on accountability for student learning.

Out of the 15 districts involved, there are seven "Phase I" organizations with three years of research data, three "Phase II," with two years of results and five "Phase III" districts with one assessment.

### Data Collection Instrumentation and Procedures

One particularly valuable source of data has been the survey of perceptions of those persons most directly affected by the career ladder intervention program. This ongoing information-gathering procedure has consisted of feedback from all district personnel regarding an array of concepts related to program acceptability and effectiveness. Teachers (as well as administrators) have provided extensive information about their observations and feelings by responding to both "forced-choice" and "open-ended" questions pertaining to specific program components through a questionnaire which has been administered yearly. These results allow the researchers to analyze, interpret and report quantitative and qualitative data.

The Perception Assessment Scale. In 1986, the "Perception Assessment Scale" was developed and implemented by research faculty from the three state universities (Packard, Bierlein,

Aleamoni, and Heimstadter). Its purpose has been to secure baseline and trend data related to testing the assumptions about program influence on teacher and student development. Specific content includes a demographic section and six major components for program assessment. The components have been "factor analyzed" and found to be highly valid constructs.

**Program Components and Demographics.** This particular document presents average scores of responses regarding levels of program acceptability as broken down by program components, districts, developmental phases and other demographic conditions. Sub-scale components include the following variables or concepts: (1) General, (2) Staff Development, (3) Teacher Evaluation, (4) Peer Evaluation, (5) Career Ladder Placement, and (6) Organizational Climate. Demographic variables included are the following: (1) Phase, (2) District, (3) Gender, (4) Career Ladder Participation, (5) Position Held, (6) Ethnicity, (7) Teaching Experience, (8) Degree Earned, and (9) Level Taught.

**Response Scores.** To determine an average measure of subjects' responses, mean scores were calculated and shown in the tables for the six components and nine demographics of study concern. For each particular question contained within each of the six components (see Exhibit A for an example of the "Perception Assessment Scale"), respondents were asked to rate each concept statement as, A = Strongly Agree, B = Moderately Agree, C = Moderately Disagree, and D = Strongly Disagree. The researchers assigned corresponding numeric quantities to these response choices of 4,3,2,1, respectively. Therefore, any average score shown in the tables which is above 2.5 reflects a general tendency of opinion toward the "Agree" side and, conversely, any score below 2.5 reflects a general tendency of opinion toward "Disagreement."

**Listing of Tables by Program Components and Demographics.** The following is a listing and brief summary describing the location and contents of each table depicted on the basis of the average "degree of acceptability" for each demographic condition and program component:

1. Table 1, **Average Subsection Scores For All Career Ladder Teachers, Program Components, Demographic Conditions, and Phases,** page 10, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for all phases combined on the six assessment components and demographic conditions.

2. Table 2, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, Demographic Conditions, and Phases, page 11, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for all phases combined by the six assessment components and demographic conditions.
3. Table 3, Average Subsection Scores For All Career Ladder Teachers, Program Components, Demographic Conditions, and Phase I Districts, page 12, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for all phases combined by the six assessment components and demographic conditions.
4. Table 4, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, Demographic Conditions, and Phase I Districts, page 13, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for Phase I Districts combined by the six assessment components and demographic conditions.
5. Table 5, Average Subsection Scores For All Career Ladder Teachers, Program Components, Demographic Conditions, and Phase II Districts, page 14, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for Phase II Districts combined by the six assessment components and demographic conditions.
6. Table 6, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, Demographic Conditions, and Phase II Districts, page 15, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for Phase II Districts combined by the six assessment components and demographic conditions.
7. Table 7, Average Subsection Scores For All Career Ladder Teachers, Program Components, Demographic Conditions, and Phase III Districts, page 16, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for Phase III Districts combined by the six assessment components and demographic conditions.

8. Table 8, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, Demographic Conditions, and Phase III Districts, page 17, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for Phase III Districts combined by the six assessment components and demographic conditions.
9. Table 9, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 1, page 18, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 1 combined by the six assessment components and demographic conditions.
10. Table 10, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 1, page 19, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 1 combined by the six assessment components and demographic conditions.
11. Table 11, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 2, page 20, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 2 combined by the six assessment components and demographic conditions.
12. Table 12, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 2, page 21, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 2 combined by the six assessment components and demographic conditions.
13. Table 13, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 3, page 22, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 3 combined by the six assessment components and demographic conditions.

14. Table 14, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 3, page 23, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 3 combined by the six assessment components and demographic conditions.
15. Table 15, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 4, page 24, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 4 combined by the six assessment components and demographic conditions.
16. Table 16, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 4, page 25, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 4 combined by the six assessment components and demographic conditions.
17. Table 17, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 5, page 26, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 5 combined by the six assessment components and demographic conditions.
18. Table 18, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 5, page 27, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 5 combined by the six assessment components and demographic conditions.
19. Table 19, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 6, page 28, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 6 combined by the six assessment components and demographic conditions.

20. Table 20, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 6, page 29, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 6 combined by the six assessment components and demographic conditions.
21. Table 21, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 7, page 30, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 7 combined on the six assessment components and demographic conditions.
22. Table 22, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 7, page 31, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 7 combined by the six assessment components and demographic conditions.
23. Table 23, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 8, page 32, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 8 combined by the six assessment components and demographic conditions.
24. Table 24, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 8, page 33, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 8 combined by the six assessment components and demographic conditions.
25. Table 25, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 9, page 34, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 9 combined by the six assessment components and demographic conditions.

26. Table 26, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 9, page 35, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 9 combined by the six assessment components and demographic conditions.
27. Table 27, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 10, page 36, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 10 combined by the six assessment components and demographic conditions.
28. Table 28, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 10, page 37, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 10 combined by the six assessment components and demographic conditions.
29. Table 29, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 11, page 38, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 11 combined by the six assessment components and demographic conditions.
30. Table 30, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 11, page 39, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 11 combined by the six assessment components and demographic conditions.
31. Table 31, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 12, page 40, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 12 combined by the six assessment components and demographic conditions.

32. Table 32, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 12, page 41, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 12 combined by the six assessment components and demographic conditions.
33. Table 33, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 13, page 42, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 13 combined by the six assessment components and demographic conditions.
34. Table 34, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 13, page 43, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 13 combined by the six assessment components and demographic conditions.
35. Table 35, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 14, page 44, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 14 combined by the six assessment components and demographic conditions.
36. Table 36, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 14, page 45, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 14 combined by the six assessment components and demographic conditions.
37. Table 37, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 15, page 46, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 15 combined by the six assessment components and demographic conditions.

38. Table 38, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 15, page 47, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 15 combined by the six assessment component and demographic conditions.

**Table 1**  
**Average Subsection Scores For All**  
**Career Ladder Teachers, Program Components,**  
**Demographic Conditions, and Phases**

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.696   | 2.892  | 2.819  | 2.753  | 3.105  |
|                                   | Mid/Jr. High  | 2.611   | 2.791  | 2.727  | 2.676  | 2.957  |
|                                   | High School   | 2.724   | 2.889  | 2.741  | 2.724  | 2.997  |
|                                   | DNA           | 2.618   | 2.802  | 2.393  | 2.808  | 2.846  |
| By<br>Position<br>in<br>District  | Teacher       | 2.663   | 2.848  | 2.770  | 2.722  | 3.046  |
|                                   | Librarian     | 2.728   | 2.873  | 2.765  | 2.799  | 3.208  |
|                                   | Counselor     | 2.901   | 3.080  | 2.783  | 2.837  | 3.063  |
|                                   | Other Res.    | 2.808   | 3.007  | 2.903  | 2.796  | 3.118  |
|                                   | Bldg. Aam.    | 3.600   | 4.000  | 3.286  | 3.462  | 3.692  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.719   | 2.861  | 2.770  | 2.784  | 3.068  |
|                                   | Bachelors +   | 2.696   | 2.849  | 2.804  | 2.735  | 3.063  |
|                                   | Masters       | 2.631   | 2.852  | 2.740  | 2.699  | 3.009  |
|                                   | Masters +     | 2.675   | 2.918  | 2.775  | 2.723  | 3.061  |
|                                   | Doctorate     | 2.338   | 2.700  | 2.857  | 2.660  | 2.636  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.738   | 2.821  | 2.753  | 2.741  | 3.052  |
|                                   | 4-7 Years     | 2.731   | 2.880  | 2.808  | 2.770  | 3.115  |
|                                   | 8-15 Years    | 2.669   | 2.871  | 2.779  | 2.720  | 3.022  |
|                                   | 16-25 Years   | 2.514   | 2.811  | 2.774  | 2.695  | 3.045  |
|                                   | Over 25 Yrs.  | 2.759   | 2.911  | 2.924  | 2.807  | 3.196  |
| By<br>Ethnicity                   | Anglo         | 2.684   | 2.891  | 2.793  | 2.743  | 3.072  |
|                                   | Hispanic      | 2.680   | 2.747  | 2.687  | 2.718  | 2.965  |
|                                   | Native Am.    | 2.944   | 3.023  | 3.211  | 3.043  | 3.279  |
|                                   | Black         | 2.699   | 2.885  | 2.768  | 2.679  | 2.896  |
|                                   | Asian         | 2.710   | 2.917  | 2.692  | 2.806  | 3.114  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.690   | 2.881  | 2.796  | 2.751  | 3.079  |
|                                   | Male          | 2.654   | 2.853  | 2.748  | 2.698  | 2.984  |

**Table 2**  
**Average Subsection Scores For All**  
**Non-Career Ladder Teachers, Program Components,**  
**Demographic Conditions, and Phases**

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.053   | 2.250  | 2.060  | 2.143  | 2.899  |
|                                   | Mid/Jr. High  | 2.157   | 2.375  | 2.159  | 2.249  | 2.887  |
|                                   | High School   | 1.973   | 2.332  | 2.050  | 2.084  | 2.736  |
|                                   | DNA           | 2.259   | 2.694  | 1.875  | 2.938  | 3.179  |
| By<br>Position<br>in<br>District  | Teacher       | 2.042   | 2.265  | 2.062  | 2.142  | 2.856  |
|                                   | Librarian     | 1.806   | 2.062  | 2.187  | 1.983  | 2.781  |
|                                   | Counselor     | 2.325   | 2.928  | 2.279  | 2.235  | 3.074  |
|                                   | Other Res.    | 2.181   | 2.285  | 2.071  | 2.211  | 2.883  |
|                                   | Bldg. Adm.    | 2.952   | 3.226  | 2.906  | 3.155  | 3.430  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.394   | 2.333  | 2.279  | 2.369  | 2.927  |
|                                   | Bachelors +   | 2.018   | 2.153  | 2.038  | 2.075  | 2.845  |
|                                   | Masters       | 2.070   | 2.241  | 2.035  | 2.083  | 2.886  |
|                                   | Masters +     | 1.997   | 2.431  | 2.072  | 2.187  | 2.870  |
|                                   | Doctorate     | 1.900   | 2.889  | 2.107  | 2.367  | 2.986  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.364   | 2.378  | 2.302  | 2.320  | 2.975  |
|                                   | 4-7 Years     | 2.157   | 2.214  | 2.158  | 2.218  | 2.857  |
|                                   | 8-15 Years    | 2.006   | 2.228  | 2.020  | 2.121  | 2.841  |
|                                   | 16-25 Years   | 1.958   | 2.387  | 2.016  | 2.127  | 2.876  |
|                                   | Over 25 Yrs.  | 1.777   | 2.348  | 1.893  | 1.873  | 2.752  |
| By<br>Ethnicity                   | Anglo         | 2.080   | 2.328  | 2.115  | 2.204  | 2.902  |
|                                   | Hispanic      | 2.029   | 2.323  | 2.059  | 2.093  | 2.773  |
|                                   | Native Am.    | 2.308   | 2.023  | 2.194  | 2.104  | 2.757  |
|                                   | Black         | 1.939   | 2.258  | 1.793  | 1.926  | 2.676  |
|                                   | Asian         | 2.408   | 2.217  | 1.429  | 1.814  | 2.936  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.105   | 2.285  | 2.112  | 2.193  | 2.900  |
|                                   | Male          | 1.985   | 2.344  | 2.032  | 2.096  | 2.802  |

**Table 3**  
**Average Subsection Scores For All**  
**Career Ladder Teachers, Program Components,**  
**Demographic Conditions, and Phase I Districts**

| Question                 | Category      | General Concepts Average Scale Score | Staff Concepts Average Scale Score | Teacher Evaluation Concepts Average Scale Score | Career Ladder Placement Concepts Average Scale Score | Climate Concepts Average Scale Score |
|--------------------------|---------------|--------------------------------------|------------------------------------|---|--|--------------------------------------|
| By Level Taught          | Elementary    | 2.725                                | 2.996                              | 2.860   | 2.799  | 3.102                                |
|                          | Mid/Jr. High  | 2.573                                | 2.874                              | 2.766   | 2.682  | 2.927                                |
|                          | High School   | 2.744                                | 2.964                              | 2.743   | 2.734  | 2.980                                |
|                          | DNA           | 2.574                                | 2.694                              | 2.286   | 2.769  | 2.910                                |
| By Position in District  | Teacher       | 2.674                                | 2.943                              | 2.802   | 2.755  | 3.036                                |
|                          | Librarian     | 2.738                                | 2.856                              | 2.773   | 2.774  | 3.178                                |
|                          | Counselor     | 2.956                                | 3.132                              | 2.865   | 2.837  | 3.026                                |
|                          | Other Res.    | 2.860                                | 3.125                              | 2.934   | 2.838  | 3.108                                |
|                          | Bldg. Adm.    | 3.600                                | 4.000                              | 3.286   | 3.462  | 3.692                                |
|                          | Ctrl. Of. Ad. | -                                    | -                                  | -   | -  | -                                    |
| By Degree Currently Held | Bachelors     | 2.699                                | 2.940                              | 2.808   | 2.785  | 3.061                                |
|                          | Dachelors +   | 2.716                                | 2.944                              | 2.834   | 2.774  | 3.051                                |
|                          | Masters       | 2.638                                | 2.915                              | 2.717   | 2.712  | 2.976                                |
|                          | Masters +     | 2.709                                | 3.030                              | 2.828   | 2.767  | 3.063                                |
|                          | Doctorate     | 1.947                                | 2.500                              | 2.643   | 2.346  | 2.431                                |
| Years Total As Teacher   | 1-3 Years     | 2.739                                | 2.862                              | 2.773   | 2.739  | 3.029                                |
|                          | 4-7 Years     | 2.739                                | 2.977                              | 2.808   | 2.773  | 3.101                                |
|                          | 8-15 Years    | 2.694                                | 2.981                              | 2.828   | 2.780  | 3.021                                |
|                          | 16-25 Years   | 2.611                                | 2.968                              | 2.821   | 2.736  | 3.044                                |
|                          | Over 25 Yrs.  | 2.771                                | 3.187                              | 2.938   | 2.819  | 3.169                                |
| By Ethnicity             | Anglo         | 2.710                                | 3.003                              | 2.838   | 2.783  | 3.069                                |
|                          | Hispanic      | 2.691                                | 2.788                              | 2.713   | 2.763  | 2.952                                |
|                          | Native Am.    | 2.867                                | 3.007                              | 3.145   | 3.016  | 3.214                                |
|                          | Black         | 2.784                                | 2.940                              | 2.735   | 2.688  | 2.798                                |
|                          | Asian         | 2.716                                | 2.958                              | 2.521   | 2.741  | 2.960                                |
|                          | Other         | -                                    | -                                  | -   | -  | -                                    |
| By Gender                | Female        | 2.718                                | 2.990                              | 2.842   | 2.797  | 3.072                                |
|                          | Male          | 2.634                                | 2.902                              | 2.734   | 2.686  | 2.968                                |

Table 4  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
Demographic Conditions, and Phase I Districts

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.448   | 2.716  | 2.295  | 2.617  | 3.037  |
|                                   | Mid/Jr. High  | 2.446   | 2.696  | 2.724  | 2.583  | 3.109  |
|                                   | High School   | 2.131   | 2.789  | 2.323  | 2.240  | 2.864  |
|                                   | DNA           | 2.444   | 3.750  | 2.750  | 2.875  | 3.077  |
| By<br>Position<br>in<br>District  | Teacher       | 2.323   | 2.733  | 2.315  | 2.493  | 2.999  |
|                                   | Librarian     | 2.300   | 2.250  | 2.143  | 2.231  | 3.462  |
|                                   | Counselor     | 2.632   | 2.792  | 2.536  | 2.273  | 2.894  |
|                                   | Other Res.    | 2.647   | 2.648  | 2.797  | 2.804  | 2.983  |
|                                   | Bldg. Adm.    | 2.875   | 3.104  | 2.764  | 3.180  | 3.284  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 3.026   | 3.162  | 2.918  | 2.954  | 3.332  |
|                                   | Bachelors +   | 2.337   | 2.545  | 2.381  | 2.511  | 3.049  |
|                                   | Masters       | 1.952   | 2.391  | 1.943  | 1.999  | 2.821  |
|                                   | Masters +     | 2.304   | 2.822  | 2.328  | 2.524  | 2.895  |
|                                   | Doctorate     | 3.000   | 3.000  | 1.000  | 1.850  | 2.833  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 3.074   | 3.266  | 3.052  | 3.028  | 3.434  |
|                                   | 4-7 Years     | 2.497   | 2.702  | 2.618  | 2.664  | 2.976  |
|                                   | 8-15 Years    | 2.299   | 2.596  | 2.222  | 2.474  | 2.924  |
|                                   | 16-25 Years   | 2.064   | 2.609  | 2.136  | 2.264  | 2.859  |
|                                   | Over 25 Yrs.  | 2.196   | 2.690  | 2.195  | 2.043  | 3.067  |
| By<br>Ethnicity                   | Anglo         | 2.443   | 2.807  | 2.506  | 2.599  | 3.032  |
|                                   | Hispanic      | 2.443   | 2.958  | 2.263  | 2.563  | 3.271  |
|                                   | Native Am.    | 1.533   | 1.833  | 1.693  | 1.520  | 2.769  |
|                                   | Black         | 1.850   | 2.500  | 1.357  | 2.000  | 2.731  |
|                                   | Asian         | 2.428   | 2.375  | 1.000  | 2.519  | 2.746  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.422   | 2.770  | 2.386  | 2.554  | 3.036  |
|                                   | Male          | 2.330   | 2.779  | 2.421  | 2.514  | 3.014  |

**Table 5**  
**Average Subsection Scores For All**  
**Career Ladder Teachers, Program Components,**  
**Demographic Conditions, and Phase II Districts**

| Question                 | Category      | General Concepts Average Scale Score | Staff Concepts Average Scale Score | Teacher Evaluation Concepts Average Scale Score | Career Ladder Placement Concepts Average Scale Score | Climate Concepts Average Scale Score |
|--------------------------|---------------|--------------------------------------|------------------------------------|---|--|--------------------------------------|
| By Level Taught          | Elementary    | 2.627                                | 2.652                              | 2.724   | 2.666  | 3.158                                |
|                          | Mid/Jr. High  | 2.709                                | 2.651                              | 2.675   | 2.673  | 3.048                                |
|                          | High School   | 2.685                                | 2.714                              | 2.859   | 2.798  | 3.114                                |
|                          | DNA           | 2.750                                | 3.125                              | 2.714   | 2.923  | 2.654                                |
| By Position in District  | Teacher       | 2.642                                | 2.648                              | 2.713   | 2.671  | 3.111                                |
|                          | Librarian     | 2.667                                | 2.972                              | 2.714   | 2.964  | 3.410                                |
|                          | Counselor     | 2.751                                | 2.940                              | 2.561   | 2.835  | 3.165                                |
|                          | Other Res.    | 2.716                                | 2.686                              | 2.873   | 2.729  | 3.177                                |
|                          | Bldg. Adm.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Ctrl. Of. Ad. | -                                    | -                                  | -   | -  | -                                    |
| By Degree Currently Held | Bachelors     | 2.703                                | 2.937                              | 2.800   | 2.776  | 3.059                                |
|                          | Bachelors +   | 2.634                                | 2.655                              | 2.751   | 2.667  | 3.129                                |
|                          | Masters       | 2.687                                | 2.788                              | 2.831   | 2.727  | 3.087                                |
|                          | Masters +     | 2.603                                | 2.641                              | 2.666   | 2.646  | 3.134                                |
|                          | Doctorate     | 3.900                                | 3.500                              | 3.714   | 3.917  | 3.455                                |
| Years Total As Teacher   | 1-3 Years     | 2.778                                | 2.708                              | 2.704   | 2.789  | 3.133                                |
|                          | 4-7 Years     | 2.706                                | 2.722                              | 2.806   | 2.760  | 3.143                                |
|                          | 8-15 Years    | 2.626                                | 2.593                              | 2.703   | 2.612  | 3.094                                |
|                          | 16-25 Years   | 2.405                                | 2.682                              | 2.580   | 2.556  | 3.122                                |
|                          | Over 25 Yrs.  | 2.730                                | 2.667                              | 2.878   | 2.913  | 3.374                                |
| By Ethnicity             | Anglo         | 2.632                                | 2.654                              | 2.712   | 2.680  | 3.118                                |
|                          | Hispanic      | 2.771                                | 2.712                              | 2.667   | 2.560  | 3.232                                |
|                          | Native Am.    | 3.067                                | 3.125                              | 3.107   | 3.011  | 3.250                                |
|                          | Black         | -                                    | -                                  | -   | -  | -                                    |
|                          | Asian         | 2.700                                | 2.833                              | 3.036   | 2.936  | 3.423                                |
|                          | Other         | -                                    | -                                  | -   | -  | -                                    |
| By Gender                | Female        | 2.643                                | 2.653                              | 2.707   | 2.676  | 3.143                                |
|                          | Male          | 2.696                                | 2.723                              | 2.797   | 2.745  | 3.051                                |

**Table 6**  
**Average Subsection Scores For All**  
**Non-Career Ladder Teachers, Program Components,**  
**Demographic Conditions, and Phase II Districts**

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.138   | 2.437  | 2.154  | 2.307  | 3.138  |
|                                   | Mid/Jr. High  | 2.165   | 2.486  | 2.095  | 2.258  | 3.047  |
|                                   | High School   | 1.777   | 2.060  | 1.763  | 1.840  | 2.868  |
|                                   | DNA           | 2.167   | 2.167  | 1.000  | 3.000  | 3.231  |
| By<br>Position<br>in<br>District  | Teacher       | 2.026   | 2.342  | 2.021  | 2.143  | 3.026  |
|                                   | Librarian     | 1.911   | 2.028  | 2.190  | 2.124  | 2.624  |
|                                   | Counselor     | 2.184   | 3.083  | 2.218  | 2.233  | 3.281  |
|                                   | Other Res.    | 2.557   | 2.296  | 2.263  | 2.764  | 3.237  |
|                                   | Bldg. Adm.    | 3.000   | 3.250  | 3.143  | 3.093  | 4.000  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.301   | 2.190  | 2.157  | 2.460  | 3.125  |
|                                   | Bachelors +   | 2.071   | 2.303  | 2.090  | 2.210  | 3.142  |
|                                   | Masters       | 2.242   | 2.646  | 1.976  | 2.283  | 3.121  |
|                                   | Masters +     | 1.965   | 2.428  | 2.027  | 2.087  | 2.946  |
|                                   | Doctorate     | 2.000   | 2.667  | 2.571  | 2.769  | 2.727  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.421   | 2.588  | 2.317  | 2.617  | 3.155  |
|                                   | 4-7 Years     | 2.089   | 2.102  | 2.041  | 2.141  | 2.962  |
|                                   | 8-15 Years    | 2.069   | 2.427  | 2.042  | 2.257  | 3.047  |
|                                   | 16-25 Years   | 1.938   | 2.457  | 2.012  | 2.086  | 3.138  |
|                                   | Over 25 Yrs.  | 1.878   | 2.292  | 1.815  | 1.679  | 2.758  |
| By<br>Ethnicity                   | Anglo         | 2.078   | 2.447  | 2.087  | 2.281  | 3.120  |
|                                   | Hispanic      | 1.881   | 2.194  | 1.987  | 1.871  | 2.808  |
|                                   | Native Am.    | 2.293   | 2.181  | 1.914  | 1.720  | 2.577  |
|                                   | Black         | 1.917   | 2.292  | 2.071  | 1.993  | 2.606  |
|                                   | Asian         | 3.333   | -  | -  | -  | 3.231  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.131   | 2.420  | 2.118  | 2.310  | 3.117  |
|                                   | Male          | 1.893   | 2.264  | 1.918  | 1.909  | 2.861  |

**Table 7**  
**Average Subsection Scores For All**  
**Career Ladder Teachers, Program Components,**  
**Demographic Conditions, and Phase III Districts**

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.558   | 2.368  | 2.621  | 2.416  | 2.851  |
|                                   | Mid/Jr. High  | 2.409   | 2.017  | 2.124  | 2.504  | 2.538  |
|                                   | High School   | 2.490   | 2.182  | 2.234  | 2.237  | 2.837  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.573   | 2.275  | 2.499  | 2.400  | 2.812  |
|                                   | Librarian     | -   | -  | -  | -  | -  |
|                                   | Counselor     | -   | -  | -  | -  | -  |
|                                   | Other Res.    | 2.304   | 2.486  | 2.484  | 2.356  | 2.960  |
|                                   | Bldg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.500   | 3.250  | 3.000  | 2.923  | 2.875  |
|                                   | Bachelors +   | 2.699   | 2.250  | 2.573  | 2.414  | 2.868  |
|                                   | Masters       | 2.174   | 2.361  | 2.375  | 2.342  | 2.981  |
|                                   | Masters +     | 2.414   | 2.246  | 2.360  | 2.313  | 2.713  |
|                                   | Doctorate     | -   | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.300   | 2.333  | 2.457  | 2.331  | 3.139  |
|                                   | 4-7 Years     | 2.904   | 2.631  | 2.852  | 2.849  | 3.055  |
|                                   | 8-15 Years    | 2.461   | 2.112  | 2.287  | 2.237  | 2.651  |
|                                   | 16-25 Years   | 2.555   | 2.375  | 2.697  | 2.522  | 2.829  |
|                                   | Over 25 Yrs.  | 2.638   | 3.000  | 2.833  | 2.380  | 3.197  |
| By<br>Ethnicity                   | Anglo         | 2.533   | 2.278  | 2.458  | 2.362  | 2.783  |
|                                   | Hispanic      | 1.863   | 1.333  | 1.778  | 1.621  | 2.308  |
|                                   | Native Am.    | 3.105   | 2.933  | 3.795  | 3.220  | 3.712  |
|                                   | Black         | 2.100   | 2.500  | 3.000  | 2.615  | 3.583  |
|                                   | Asian         | -   | -  | -  | -  | -  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.468   | 2.267  | 2.472  | 2.362  | 2.798  |
|                                   | Male          | 2.882   | 2.479  | 2.750  | 2.665  | 2.923  |

**Table 8**  
**Average Subsection Scores For All**  
**Non-Career Ladder Teachers, Program Components,**  
**Demographic Conditions, and Phase III Districts**

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 1.896   | 2.047  | 1.961  | 1.947  | 2.768  |
|                                   | Mid/Jr. High  | 2.015   | 2.142  | 1.994  | 2.097  | 2.686  |
|                                   | High School   | 2.044   | 2.132  | 2.074  | 2.194  | 2.485  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 1.939   | 2.049  | 1.988  | 2.012  | 2.715  |
|                                   | Librarian     | 1.739   | 2.056  | 2.190  | 1.915  | 2.760  |
|                                   | Counselor     | 1.650   | -  | 1.500  | 2.091  | 2.846  |
|                                   | Other Res.    | 1.913   | 2.172  | 1.848  | 1.891  | 2.737  |
|                                   | Bldg. Adm.    | 3.167   | 3.667  | 3.000  | 3.182  | 3.154  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.174   | 2.049  | 2.075  | 2.079  | 2.638  |
|                                   | Bachelors +   | 1.896   | 1.977  | 1.930  | 1.904  | 2.668  |
|                                   | Masters       | 2.027   | 1.889  | 2.121  | 2.032  | 2.761  |
|                                   | Masters +     | 1.863   | 2.244  | 1.975  | 2.091  | 2.813  |
|                                   | Doctorate     | 1.300   | 3.000  | 2.750  | 3.000  | 3.192  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.138   | 2.073  | 2.133  | 2.066  | 2.764  |
|                                   | 4-7 Years     | 2.048   | 2.070  | 2.023  | 2.068  | 2.757  |
|                                   | 8-15 Years    | 1.839   | 1.963  | 1.921  | 1.896  | 2.698  |
|                                   | 16-25 Years   | 1.913   | 2.227  | 1.957  | 2.081  | 2.713  |
|                                   | Over 25 Yrs.  | 1.632   | 2.119  | 1.851  | 1.918  | 2.676  |
| By<br>Ethnicity                   | Anglo         | 1.934   | 2.081  | 1.986  | 2.020  | 2.737  |
|                                   | Hispanic      | 1.872   | 2.042  | 1.975  | 1.954  | 2.469  |
|                                   | Native Am.    | 2.470   | 1.994  | 2.456  | 2.408  | 2.824  |
|                                   | Black         | 1.976   | 2.167  | 1.845  | 1.879  | 2.681  |
|                                   | Asian         | 2.214   | 2.111  | 1.714  | 1.462  | 2.952  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 1.971   | 2.045  | 2.012  | 2.013  | 2.740  |
|                                   | Male          | 1.867   | 2.173  | 1.916  | 2.017  | 2.666  |

Table 9  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 1

| Question                          | Category      | General<br>Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|--|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.793  | 3.031  | 2.986  | 3.052  | 3.278  |
|                                   | Mid/Jr. High  | 1.950  | 2.667  | 2.750  | 2.565  | 2.880  |
|                                   | High School   | 2.928  | 3.135  | 3.042  | 2.988  | 3.251  |
|                                   | DNA           | -  | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.811  | 3.053  | 2.993  | 3.005  | 3.271  |
|                                   | Librarian     | 3.300  | 4.000  | 3.571  | 3.615  | 3.923  |
|                                   | Counselor     | -  | -  | -  | -  | -  |
|                                   | Other Res.    | 2.877  | 3.135  | 3.055  | 3.051  | 3.118  |
|                                   | Bldg. Adm.    | -  | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -  | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.400  | 2.833  | 2.524  | 2.819  | 3.843  |
|                                   | Bachelors +   | 2.856  | 3.095  | 3.008  | 3.074  | 3.344  |
|                                   | Masters       | 2.867  | 3.000  | 3.143  | 3.047  | 2.923  |
|                                   | Masters +     | 2.790  | 3.024  | 3.000  | 2.939  | 3.136  |
|                                   | Doctorate     | 2.200  | 3.000  | 3.000  | 2.385  | 2.615  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | -  | -  | -  | -  | -  |
|                                   | 4-7 Years     | 3.093  | 3.105  | 3.031  | 3.083  | 3.454  |
|                                   | 8-15 Years    | 2.823  | 3.071  | 3.015  | 2.988  | 3.218  |
|                                   | 16-25 Years   | 2.550  | 2.920  | 2.857  | 2.998  | 3.160  |
|                                   | Over 25 Yrs.  | 2.840  | 3.200  | 3.157  | 3.036  | 3.300  |
| By<br>Ethnicity                   | Anglo         | 2.815  | 3.072  | 3.009  | 3.012  | 3.261  |
|                                   | Hispanic      | 2.887  | 3.198  | 3.030  | 3.179  | 3.311  |
|                                   | Native Am.    | 3.320  | 3.183  | 3.543  | 3.200  | 3.431  |
|                                   | Black         | -  | -  | -  | -  | -  |
|                                   | Asian         | 2.800  | 3.000  | 2.429  | 3.083  | 3.769  |
|                                   | Other         | -  | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.875  | 3.082  | 3.024  | 3.046  | 3.275  |
|                                   | Male          | 2.647  | 2.991  | 2.929  | 2.904  | 3.190  |

Table 10  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 1

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.380   | 2.810  | 2.367  | 2.745  | 3.008  |
|                                   | Mid/Jr. High  | 3.050   | 3.125  | 3.143  | 3.115  | 3.269  |
|                                   | High School   | 2.321   | 2.927  | 2.330  | 2.508  | 3.239  |
|                                   | DNA           | 2.444   | 3.750  | 2.750  | 2.875  | 3.077  |
| By<br>Position<br>in<br>District  | Teacher       | 2.439   | 2.860  | 2.479  | 2.700  | 3.130  |
|                                   | Librarian     | -   | -  | -  | -  | -  |
|                                   | Counselor     | 2.070   | 2.500  | 1.952  | 2.256  | 3.282  |
|                                   | Other Res.    | 1.900   | 3.250  | 2.571  | 2.727  | 2.338  |
|                                   | Bldg. Adm.    | 2.900   | 3.833  | 2.643  | 3.495  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.986   | 3.563  | 2.786  | 3.010  | 3.404  |
|                                   | Bachelors +   | 2.283   | 2.500  | 2.347  | 2.550  | 3.026  |
|                                   | Masters       | -   | -  | -  | -  | -  |
|                                   | Masters +     | 2.351   | 3.700  | 2.386  | 2.755  | 3.115  |
|                                   | Doctorate     | -   | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 3.375   | 3.146  | 3.134  | 3.167  | 3.481  |
|                                   | 4-7 Years     | 2.409   | 2.865  | 2.397  | 2.710  | 3.106  |
|                                   | 8-15 Years    | 1.994   | 2.569  | 2.179  | 2.438  | 3.099  |
|                                   | 16-25 Years   | 2.017   | 2.972  | 2.125  | 2.452  | 2.862  |
|                                   | Over 25 Yrs.  | -   | -  | -  | -  | -  |
| By<br>Ethnicity                   | Anglo         | 2.519   | 3.053  | 2.645  | 2.851  | 3.113  |
|                                   | Hispanic      | 2.117   | 2.333  | 2.357  | 2.619  | 3.346  |
|                                   | Native Am.    | -   | -  | -  | -  | -  |
|                                   | Black         | 2.300   | 3.500  | 1.286  | 2.462  | 3.615  |
|                                   | Asian         | 2.300   | 2.500  | 1.000  | 2.500  | 2.800  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.423   | 2.949  | 2.413  | 2.718  | 3.133  |
|                                   | Male          | 2.387   | 2.810  | 2.485  | 2.695  | 3.077  |

Table 11  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 2

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.618   | 2.960  | 2.874  | 2.726  | 3.140  |
|                                   | Mid/Jr. High  | 2.481   | 2.702  | 2.640  | 2.545  | 2.834  |
|                                   | High School   | -   | -  | -  | -  | -  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.578   | 2.901  | 2.831  | 2.696  | 3.070  |
|                                   | Librarian     | 2.602   | 2.567  | 2.593  | 2.695  | 3.088  |
|                                   | Counselor     | 1.400   | 1.500  | 1.714  | 1.923  | 1.571  |
|                                   | Other Res.    | 2.607   | 3.023  | 2.835  | 2.633  | 3.151  |
|                                   | Bidg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.766   | 2.905  | 2.934  | 2.799  | 3.155  |
|                                   | Bachelor +    | 2.617   | 2.902  | 2.878  | 2.716  | 3.095  |
|                                   | Masters       | 2.496   | 2.844  | 2.620  | 2.632  | 3.004  |
|                                   | Masters +     | 2.478   | 2.965  | 2.736  | 2.585  | 3.027  |
|                                   | Doctorate     | 1.400   | 1.500  | 1.714  | 1.923  | 1.571  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.822   | 2.853  | 2.876  | 2.759  | 3.120  |
|                                   | 4-7 Years     | 2.733   | 3.018  | 2.886  | 2.821  | 3.183  |
|                                   | 8-15 Years    | 2.434   | 2.895  | 2.777  | 2.604  | 3.024  |
|                                   | 16-25 Years   | 2.357   | 2.917  | 2.777  | 2.589  | 2.961  |
|                                   | Over 25 Yrs.  | 2.367   | 2.194  | 2.619  | 2.483  | 2.915  |
| By<br>Ethnicity                   | Anglo         | 2.592   | 2.911  | 2.822  | 2.685  | 3.080  |
|                                   | Hispanic      | 2.627   | 2.869  | 2.763  | 2.829  | 3.012  |
|                                   | Native Am.    | 2.506   | 2.611  | 3.129  | 2.979  | 3.423  |
|                                   | Black         | 2.796   | 3.000  | 2.667  | 2.759  | 2.760  |
|                                   | Asian         | 2.625   | 2.500  | 2.167  | 2.000  | 2.769  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.604   | 2.894  | 2.825  | 2.701  | 3.091  |
|                                   | Male          | 2.519   | 2.961  | 2.795  | 2.636  | 3.005  |

Table 12  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 2

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.516   | 2.597  | 1.933  | 2.425  | 3.152  |
|                                   | Mid/Jr. High  | 2.673   | 2.312  | 2.732  | 2.603  | 3.077  |
|                                   | High School   | -   | -  | -  | -  | -  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.681   | 2.698  | 2.236  | 2.628  | 3.106  |
|                                   | Librarian     | 2.300   | 2.250  | 2.143  | 2.231  | 3.462  |
|                                   | Counselor     | -   | -  | -  | -  | -  |
|                                   | Other Res.    | 1.700   | 1.000  | 1.500  | 1.500  | 3.000  |
|                                   | Bldg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.875   | 2.833  | 2.542  | 2.444  | 3.410  |
|                                   | Bachelors +   | 2.867   | 2.312  | 2.643  | 2.827  | 3.269  |
|                                   | Masters       | 2.000   | -  | -  | -  | 2.308  |
|                                   | Masters +     | 2.131   | 2.361  | 1.673  | 2.186  | 2.977  |
|                                   | Doctorate     | -   | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 3.100   | 3.000  | 2.738  | 2.692  | 3.513  |
|                                   | 4-7 Years     | 2.656   | 2.083  | 2.143  | 2.744  | 3.154  |
|                                   | 8-15 Years    | 2.356   | 1.750  | 1.861  | 2.278  | 2.804  |
|                                   | 16-25 Years   | 1.600   | 3.333  | 1.143  | 2.167  | 3.308  |
|                                   | Over 25 Yrs.  | 2.100   | 2.750  | 2.714  | 2.077  | 3.000  |
| By<br>Ethnicity                   | Anglo         | 2.622   | 2.500  | 2.274  | 2.402  | 3.135  |
|                                   | Hispanic      | 1.600   | 3.333  | 1.143  | 2.167  | 3.308  |
|                                   | Native Am.    | -   | -  | -  | -  | -  |
|                                   | Black         | -   | -  | -  | -  | -  |
|                                   | Asian         | -   | -  | -  | -  | -  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.391   | 2.317  | 1.933  | 2.162  | 3.031  |
|                                   | Male          | 2.900   | 3.083  | 2.732  | 2.803  | 3.436  |

Table 13  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 3

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.705   | 2.869  | 2.680  | 2.769  | 2.953  |
|                                   | Mid/Jr. High  | 2.510   | 2.750  | 2.699  | 2.698  | 2.947  |
|                                   | High School   | 2.521   | 2.671  | 2.583  | 2.599  | 2.813  |
|                                   | DNA           | 2.574   | 2.694  | 2.286  | 2.769  | 2.910  |
| By<br>Position<br>in<br>District  | Teacher       | 2.590   | 2.772  | 2.633  | 2.708  | 2.923  |
|                                   | Librarian     | 2.722   | 2.833  | 2.786  | 2.769  | 3.088  |
|                                   | Counselor     | 3.200   | 3.417  | 3.325  | 2.972  | 3.154  |
|                                   | Other Res.    | 2.795   | 2.937  | 2.742  | 2.788  | 2.890  |
|                                   | Bldg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.617   | 2.835  | 2.661  | 2.765  | 2.929  |
|                                   | Bachelors +   | 2.626   | 2.777  | 2.636  | 2.705  | 2.929  |
|                                   | Masters       | 2.501   | 2.714  | 2.601  | 2.670  | 2.801  |
|                                   | Masters +     | 2.677   | 2.866  | 2.715  | 2.749  | 2.961  |
|                                   | Doctorate     | 2.300   | 2.250  | 2.857  | 2.923  | 2.462  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.576   | 2.695  | 2.568  | 2.726  | 2.853  |
|                                   | 4-7 Years     | 2.599   | 2.801  | 2.574  | 2.707  | 2.956  |
|                                   | 8-15 Years    | 2.660   | 2.852  | 2.715  | 2.761  | 2.908  |
|                                   | 16-25 Years   | 2.576   | 2.670  | 2.621  | 2.569  | 2.933  |
|                                   | Over 25 Yrs.  | 2.833   | 3.214  | 3.048  | 2.859  | 3.324  |
| By<br>Ethnicity                   | Anglo         | 2.627   | 2.863  | 2.664  | 2.760  | 2.941  |
|                                   | Hispanic      | 2.697   | 2.726  | 2.674  | 2.710  | 2.905  |
|                                   | Native Am.    | 2.467   | 2.722  | 3.000  | 2.923  | 3.103  |
|                                   | Black         | 2.767   | 3.028  | 2.810  | 2.641  | 2.897  |
|                                   | Asian         | 2.780   | 2.933  | 2.743  | 2.769  | 2.951  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.652   | 2.865  | 2.678  | 2.755  | 2.942  |
|                                   | Male          | 2.547   | 2.612  | 2.602  | 2.641  | 2.879  |

**Table 14**  
**Average Subsection Scores For All**  
**Non-Career Ladder Teachers, Program Components,**  
**and Demographic Conditions**  
**District Code 3**

| Question                 | Category      | General Concepts Average Scale Score | Staff Concepts Average Scale Score | Teacher Evaluation Concepts Average Scale Score | Career Ladder Placement Concepts Average Scale Score | Climate Concepts Average Scale Score |
|--------------------------|---------------|--------------------------------------|------------------------------------|---|--|--------------------------------------|
| By Level Taught          | Elementary    | 2.350                                | 2.387                              | 1.915   | 2.478  | 2.738                                |
|                          | Mid/Jr. High  | 2.091                                | 2.135                              | 2.294   | 2.455  | 3.212                                |
|                          | High School   | 1.875                                | 2.542                              | 2.214   | 2.186  | 2.558                                |
|                          | DNA           | -                                    | -                                  | -   | -  | -                                    |
| By Position in District  | Teacher       | 2.006                                | 2.319                              | 1.972   | 2.332  | 2.799                                |
|                          | Librarian     | -                                    | -                                  | -   | -  | -                                    |
|                          | Counselor     | 3.222                                | 2.500                              | 3.000   | 3.000  | 3.080                                |
|                          | Other Res.    | 3.567                                | 2.750                              | 3.125   | 3.156  | 3.073                                |
|                          | Bldg. Adm.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Ctrl. Of. Ad. | -                                    | -                                  | -   | -  | -                                    |
| By Degree Currently Held | Bachelors     | 2.640                                | 2.833                              | 2.631   | 2.972  | 3.437                                |
|                          | Bachelors +   | 2.015                                | 2.271                              | 1.997   | 2.254  | 2.861                                |
|                          | Masters       | 1.950                                | 2.264                              | 1.833   | 2.140  | 2.750                                |
|                          | Masters +     | 2.257                                | 2.283                              | 2.125   | 2.578  | 2.685                                |
|                          | Doctorate     | 3.000                                | 3.000                              | -   | 2.500  | 2.833                                |
| Years Total As Teacher   | 1-3 Years     | 2.800                                | 3.222                              | 2.714   | 2.785  | 3.290                                |
|                          | 4-7 Years     | 2.333                                | 2.229                              | 2.125   | 2.552  | 2.687                                |
|                          | 8-15 Years    | 2.200                                | 2.477                              | 2.099   | 2.679  | 2.889                                |
|                          | 16-25 Years   | 1.958                                | 2.000                              | 1.851   | 2.073  | 2.673                                |
|                          | Over 25 Yrs.  | 1.444                                | 1.000                              | 1.333   | 1.000  | 1.778                                |
| By Ethnicity             | Anglo         | 2.290                                | 2.403                              | 2.180   | 2.631  | 2.938                                |
|                          | Hispanic      | 2.440                                | 3.222                              | 2.164   | 2.478  | 3.341                                |
|                          | Native Am.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Black         | 1.400                                | 1.500                              | 1.429   | 1.538  | 1.846                                |
|                          | Asian         | -                                    | -                                  | -   | -  | -                                    |
|                          | Other         | -                                    | -                                  | -   | -  | -                                    |
| By Gender                | Female        | 2.365                                | 2.553                              | 2.188   | 2.616  | 2.943                                |
|                          | Male          | 1.964                                | 2.021                              | 1.939   | 2.238  | 2.902                                |

Table 15  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 4

| Question                          | Category      | General<br>Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|--|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.827  | 3.177  | 2.980  | 2.727  | 3.105  |
|                                   | Mid/Jr. High  | 2.626  | 3.056  | 2.827  | 2.649  | 2.915  |
|                                   | High School   | 2.680  | 2.925  | 2.629  | 2.631  | 2.917  |
|                                   | DNA           | -  | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.718  | 3.062  | 2.843  | 2.659  | 2.989  |
|                                   | Librarian     | 2.967  | 3.222  | 2.867  | 2.693  | 3.462  |
|                                   | Counselor     | 3.144  | 3.000  | 2.917  | 2.958  | 2.990  |
|                                   | Other Res.    | 3.005  | 3.464  | 3.189  | 2.914  | 3.357  |
|                                   | Blg. Adm.     | -  | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -  | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.805  | 3.177  | 2.868  | 2.783  | 3.044  |
|                                   | Bachelors +   | 2.711  | 3.038  | 2.883  | 2.632  | 2.942  |
|                                   | Masters       | 2.747  | 3.250  | 2.909  | 2.808  | 3.276  |
|                                   | Masters +     | 2.945  | 3.167  | 2.868  | 2.776  | 3.212  |
|                                   | Doctorate     | 1.889  | 3.250  | 3.000  | 2.154  | 3.077  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.752  | 3.162  | 2.878  | 2.666  | 3.107  |
|                                   | 4-7 Years     | 2.736  | 2.967  | 2.877  | 2.600  | 3.039  |
|                                   | 8-15 Years    | 2.763  | 3.083  | 2.816  | 2.716  | 2.931  |
|                                   | 16-25 Years   | 2.897  | 3.359  | 3.128  | 2.933  | 3.196  |
|                                   | Over 25 Yrs.  | 2.600  | 3.333  | 3.143  | 2.923  | 3.462  |
| By<br>Ethnicity                   | Anglo         | 2.795  | 3.119  | 2.905  | 2.693  | 3.051  |
|                                   | Hispanic      | 2.100  | 2.000  | 2.452  | 2.542  | 2.538  |
|                                   | Native Am.    | 2.700  | 3.083  | 2.800  | 2.862  | 3.015  |
|                                   | Black         | -  | -  | -  | -  | -  |
|                                   | Asian         | 2.400  | 3.500  | 1.857  | 3.000  | 2.385  |
|                                   | Other         | -  | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.791  | 3.122  | 2.904  | 2.700  | 3.040  |
|                                   | Male          | 2.700  | 3.069  | 2.844  | 2.680  | 3.030  |

Table 16  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Component,  
and Demographic Conditions  
District Code 4

| Question                 | Category      | General Concepts Average Scale Score | Staff Concepts Average Scale Score | Teacher Evaluation Concepts Average Scale Score | Career Ladder Placement Concepts Average Scale Score | Climate Concepts Average Scale Score |
|--------------------------|---------------|--------------------------------------|------------------------------------|---|--|--------------------------------------|
| By Level Taught          | Elementary    | 2.281                                | 2.861                              | 2.274   | 2.246  | 2.855                                |
|                          | Mid/Jr. High  | 2.733                                | 3.833                              | 3.500   | 2.667  | 3.010                                |
|                          | High School   | 1.887                                | 3.083                              | 2.157   | 2.074  | 2.779                                |
|                          | DNA           | -                                    | -                                  | -   | -  | -                                    |
| By Position in District  | Teacher       | 2.119                                | 3.299                              | 2.359   | 2.220  | 2.893                                |
|                          | Librarian     | -                                    | -                                  | -   | -  | -                                    |
|                          | Counselor     | 2.556                                | 4.000                              | 4.000   | 2.000  | 2.500                                |
|                          | Other Res.    | 2.450                                | 2.500                              | 2.843   | 2.692  | 2.808                                |
|                          | Bldg. Adm.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Ctrl. Of. Ad. | -                                    | -                                  | -   | -  | -                                    |
| By Degree Currently Held | Bachelors     | 2.500                                | 2.667                              | 2.714   | 2.750  | 2.308                                |
|                          | Bachelors +   | 2.648                                | 3.444                              | 3.419   | 2.902  | 3.051                                |
|                          | Masters       | 2.200                                | 3.250                              | 2.321   | 2.364  | 3.346                                |
|                          | Masters +     | 1.948                                | 3.226                              | 2.442   | 2.018  | 2.570                                |
|                          | Doctorate     | -                                    | -                                  | 1.000   | 1.200  | -                                    |
| Years Total As Teacher   | 1-3 Years     | 3.800                                | 3.667                              | 3.429   | 2.900  | 3.308                                |
|                          | 4-7 Years     | 2.331                                | 3.417                              | 3.171   | 2.447  | 2.933                                |
|                          | 8-15 Years    | 2.083                                | 2.944                              | 2.061   | 2.107  | 2.449                                |
|                          | 16-25 Years   | 1.814                                | 3.396                              | 2.452   | 2.201  | 3.276                                |
|                          | Over 25 Yrs.  | -                                    | -                                  | -   | -  | -                                    |
| By Ethnicity             | Anglo         | 2.912                                | 3.239                              | 2.623   | 2.336  | 2.856                                |
|                          | Hispanic      | -                                    | -                                  | -   | -  | -                                    |
|                          | Native Am.    | -                                    | -                                  | 1.000   | 1.200  | -                                    |
|                          | Black         | -                                    | -                                  | -   | -  | -                                    |
|                          | Asian         | -                                    | -                                  | -   | -  | -                                    |
|                          | Other         | -                                    | -                                  | -   | -  | -                                    |
| By Gender                | Female        | 2.228                                | 3.258                              | 2.603   | 2.216  | 2.868                                |
|                          | Male          | 2.120                                | 3.200                              | 2.343   | 2.373  | 2.831                                |

Table 17  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 5

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 3.429   | 3.512  | 3.308  | 3.189  | 3.433  |
|                                   | Mid/Jr. High  | 3.737   | 3.781  | 3.679  | 3.450  | 3.523  |
|                                   | High School   | 3.158   | 3.409  | 3.135  | 3.077  | 3.246  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 3.386   | 3.518  | 3.302  | 3.185  | 3.377  |
|                                   | Librarian     | -   | -  | -  | -  | -  |
|                                   | Counselor     | 3.033   | 3.250  | 2.810  | 3.128  | 3.077  |
|                                   | Other Res.    | 3.392   | 3.562  | 3.429  | 3.191  | 3.471  |
|                                   | Bldg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 1.800   | 2.750  | 2.571  | 2.615  | 2.385  |
|                                   | Bachelors +   | 3.434   | 3.503  | 3.282  | 3.231  | 3.388  |
|                                   | Masters       | 3.446   | 3.417  | 3.119  | 2.953  | 3.265  |
|                                   | Masters +     | 3.366   | 3.560  | 3.406  | 3.233  | 3.454  |
|                                   | Doctorate     | -   | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | -   | -  | -  | -  | -  |
|                                   | 4-7 Years     | 3.440   | 3.650  | 3.371  | 3.014  | 3.554  |
|                                   | 8-15 Years    | 3.349   | 3.450  | 3.242  | 3.180  | 3.345  |
|                                   | 16-25 Years   | 3.350   | 3.575  | 3.283  | 3.169  | 3.400  |
|                                   | Over 25 Yrs.  | 3.480   | 3.700  | 3.629  | 3.398  | 3.569  |
| By<br>Ethnicity                   | Anglo         | 3.421   | 3.510  | 3.344  | 3.222  | 3.394  |
|                                   | Hispanic      | 2.778   | 4.000  | 2.833  | 3.167  | 3.692  |
|                                   | Native Am.    | 3.700   | 3.750  | 3.643  | 3.476  | 3.385  |
|                                   | Black         | -   | -  | -  | -  | -  |
|                                   | Asian         | -   | -  | -  | -  | -  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 3.465   | 3.535  | 3.435  | 3.262  | 3.449  |
|                                   | Male          | 3.081   | 3.423  | 2.952  | 3.018  | 3.146  |

Table 18  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 5

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.760   | 2.981  | 2.741  | 2.994  | 3.291  |
|                                   | Mid/Jr. High  | 3.000   | 3.000  | 2.800  | 2.500  | 2.615  |
|                                   | High School   | 2.540   | 2.313  | 2.571  | 2.247  | 2.831  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.696   | 2.802  | 2.669  | 2.816  | 3.117  |
|                                   | Librarian     | -   | -  | -  | -  | -  |
|                                   | Counselor     | -   | -  | -  | -  | -  |
|                                   | Other Res.    | 2.833   | 3.333  | 2.800  | 3.000  | 3.423  |
|                                   | Bldg. Adm.    | 3.300   | 3.750  | 3.571  | 3.231  | 3.692  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 3.800   | 3.889  | 3.821  | 3.769  | 3.827  |
|                                   | Bachelors +   | 2.580   | 2.702  | 2.520  | 3.020  | 3.094  |
|                                   | Masters       | 1.693   | 1.250  | 1.600  | 1.273  | 2.923  |
|                                   | Masters +     | 2.742   | 2.985  | 2.619  | 2.694  | 2.992  |
|                                   | Doctorate     | -   | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.975   | 3.833  | 3.857  | 3.923  | 3.577  |
|                                   | 4-7 Years     | 3.800   | 3.000  | 3.929  | 3.846  | 3.577  |
|                                   | 8-15 Years    | 2.604   | 2.767  | 2.412  | 2.544  | 3.104  |
|                                   | 16-25 Years   | 2.500   | 2.750  | 2.667  | 2.919  | 2.769  |
|                                   | Over 25 Yrs.  | -   | -  | -  | -  | -  |
| By<br>Ethnicity                   | Anglo         | 2.834   | 3.009  | 2.904  | 2.926  | 3.123  |
|                                   | Hispanic      | 4.000   | 4.000  | 4.000  | 3.923  | 4.000  |
|                                   | Native Am.    | 1.150   | 1.250  | 1.600  | 1.273  | -  |
|                                   | Black         | -   | -  | -  | -  | -  |
|                                   | Asian         | 2.556   | 2.250  | 1.000  | 2.538  | 2.692  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.708   | 2.801  | 2.682  | 2.920  | 3.215  |
|                                   | Male          | 2.818   | 3.100  | 2.829  | 2.564  | 2.985  |

Table 19  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 6

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.583   | 3.471  | 3.057  | 3.108  | 3.228  |
|                                   | Mid/Jr. High  | 2.697   | 3.345  | 2.965  | 2.789  | 2.927  |
|                                   | High School   | 2.755   | 3.086  | 2.543  | 2.564  | 2.863  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.639   | 3.254  | 2.800  | 2.796  | 2.957  |
|                                   | Librarian     | 2.300   | 2.250  | 2.667  | 2.769  | 2.923  |
|                                   | Counselor     | 2.750   | 3.187  | 2.420  | 2.435  | 3.202  |
|                                   | Other Res.    | 3.051   | 3.800  | 3.371  | 3.166  | 3.415  |
|                                   | Bldg. Adm.    | 3.600   | 4.000  | 3.286  | 3.462  | 3.692  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.156   | 3.500  | 2.786  | 2.694  | 3.077  |
|                                   | Bachelors +   | 2.787   | 3.257  | 2.921  | 2.917  | 2.942  |
|                                   | Masters       | 2.884   | 3.183  | 2.800  | 2.670  | 3.031  |
|                                   | Masters +     | 2.620   | 3.296  | 2.753  | 2.750  | 3.051  |
|                                   | Doctorate     | -   | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.950   | 3.187  | 3.036  | 2.973  | 2.769  |
|                                   | 4-7 Years     | 2.766   | 3.492  | 3.052  | 2.902  | 3.140  |
|                                   | 8-15 Years    | 2.681   | 3.257  | 2.780  | 2.833  | 2.976  |
|                                   | 16-25 Years   | 2.663   | 3.241  | 2.890  | 2.824  | 3.065  |
|                                   | Over 25 Yrs.  | 2.542   | 3.303  | 2.488  | 2.548  | 2.909  |
| By<br>Ethnicity                   | Anglo         | 2.677   | 3.306  | 2.843  | 2.841  | 3.055  |
|                                   | Hispanic      | 2.663   | 3.250  | 2.905  | 2.911  | 3.105  |
|                                   | Native Am.    | 3.000   | 3.250  | 2.786  | 2.731  | 2.538  |
|                                   | Black         | 2.800   | 2.500  | 2.714  | 2.615  | 2.615  |
|                                   | Asian         | -   | -  | -  | -  | -  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.673   | 3.457  | 3.000  | 2.971  | 3.121  |
|                                   | Male          | 2.673   | 3.021  | 2.557  | 2.576  | 2.839  |

Table 20  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 6

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.098   | 3.179  | 2.457  | 2.389  | 3.328  |
|                                   | Mid/Jr. High  | 2.300   | 3.000  | 2.571  | 2.333  | 2.769  |
|                                   | High School   | 2.800   | 4.000  | 3.571  | 3.231  | 3.333  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.248   | 3.321  | 2.457  | 2.400  | 3.397  |
|                                   | Librarian     | -   | -  | -  | -  | -  |
|                                   | Counselor     | 2.300   | 3.000  | 2.571  | 2.333  | 2.769  |
|                                   | Other Res.    | 1.600   | 3.000  | 3.571  | 3.154  | 2.846  |
|                                   | Bldg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | -   | -  | -  | -  | -  |
|                                   | Bachelors +   | 2.381   | 3.350  | 2.765  | 2.430  | 3.172  |
|                                   | Masters       | -   | -  | -  | -  | -  |
|                                   | Masters +     | 1.900   | 3.125  | 2.379  | 2.570  | 3.385  |
|                                   | Doctorate     | -   | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | -   | -  | -  | -  | -  |
|                                   | 4-7 Years     | -   | -  | -  | -  | -  |
|                                   | 8-15 Years    | 2.311   | 3.167  | 2.874  | 2.709  | 2.970  |
|                                   | 16-25 Years   | 2.300   | 4.000  | 3.202  | 2.410  | 3.244  |
|                                   | Over 25 Yrs.  | 2.012   | 2.938  | 2.079  | 2.311  | 3.500  |
| By<br>Ethnicity                   | Anglo         | 2.060   | 3.179  | 2.562  | 2.422  | 3.353  |
|                                   | Hispanic      | -   | -  | -  | -  | -  |
|                                   | Native Am.    | 2.300   | 3.000  | 2.571  | 2.333  | 2.769  |
|                                   | Black         | -   | -  | -  | -  | -  |
|                                   | Asian         | -   | -  | -  | -  | -  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.098   | 3.179  | 2.457  | 2.389  | 3.328  |
|                                   | Male          | 2.800   | 4.000  | 3.571  | 3.231  | 3.333  |

**Table 21**  
**Average Subsection Scores For All**  
**Career Ladder Teachers, Program Components,**  
**and Demographic Conditions**  
**District Code 7**

| Question                 | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff Concepts<br>Average<br>Scale<br>Score | Teacher Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate Concepts<br>Average<br>Scale<br>Score |
|--------------------------|---------------|---|---|---|---|---|
| By Level Taught          | Elementary    | 2.781   | 2.294                                       | 2.772   | 2.376   | 3.010   |
|                          | Mid/Jr. High  | -   | -   | -   | -   | -   |
|                          | High School   | -   | -   | -   | -   | -   |
|                          | DNA           | -   | -   | -   | -   | -   |
| By Position in District  | Teacher       | 2.759   | 2.186                                       | 2.696   | 2.330   | 2.978   |
|                          | Librarian     | -   | -   | -   | -   | -   |
|                          | Counselor     | 2.889   | 3.000                                       | 3.000   | 3.200   | 3.000   |
|                          | Other Res.    | 3.600   | 3.333                                       | 3.429   | 3.250   | 3.769   |
|                          | Bldg. Adm.    | -   | -   | -   | -   | -   |
|                          | Ctrl. Of. Ad. | -   | -   | -   | -   | -   |
| By Degree Currently Held | Bachelors     | 3.237   | 2.611                                       | 2.952   | 3.024   | 3.385   |
|                          | Bachelors +   | 2.834   | 2.273                                       | 2.675   | 2.390   | 3.028   |
|                          | Masters       | -   | -   | -   | -   | -   |
|                          | Masters +     | 2.500   | 2.133                                       | 2.795   | 2.138   | 2.787   |
|                          | Doctorate     | -   | -   | -   | -   | -   |
| Years Total As Teacher   | 1-3 Years     | 3.424   | 2.633                                       | 2.971   | 2.993   | 3.631   |
|                          | 4-7 Years     | 3.100   | 2.333                                       | 3.143   | 2.154   | 2.154   |
|                          | 8-15 Years    | 2.770   | 2.167                                       | 2.818   | 2.443   | 3.079   |
|                          | 16-25 Years   | 2.350   | 2.250                                       | 2.571   | 2.077   | 2.865   |
|                          | Over 25 Yrs.  | 1.600   | 1.667                                       | 1.429   | 1.077   | 1.000   |
| By Ethnicity             | Anglo         | 2.556   | 2.250                                       | 2.621   | 2.328   | 2.935   |
|                          | Hispanic      | -   | -   | -   | -   | -   |
|                          | Native Am.    | -   | -   | -   | -   | -   |
|                          | Black         | -   | -   | -   | -   | -   |
|                          | Asian         | -   | -   | -   | -   | -   |
|                          | Other         | -   | -   | -   | -   | -   |
| By Gender                | Female        | 2.401   | 2.197                                       | 2.530   | 2.330   | 3.057   |
|                          | Male          | 3.125   | 2.444                                       | 2.952   | 2.321   | 2.487   |

Table 22  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 7

| Question                          | Category      | General<br>Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|--|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.089  | 1.000  | 1.743  | 1.942  | 2.861  |
|                                   | Mid/Jr. High  | -  | -  | -  | -  | -  |
|                                   | High School   | 1.700  | 2.000  | 2.000  | 1.000  | 1.692  |
|                                   | DNA           | -  | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 1.739  | 1.500  | 1.643  | 1.192  | 2.269  |
|                                   | Librarian     | -  | -  | -  | -  | -  |
|                                   | Counselor     | 3.089  | 2.667  | 2.429  | 2.042  | 2.385  |
|                                   | Other Res.    | -  | -  | -  | -  | -  |
|                                   | Bldg. Adm.    | 2.400  | 1.000  | 2.200  | 2.500  | 2.875  |
|                                   | Ctrl. Of. Ad. | -  | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 3.089  | 2.667  | 2.429  | 2.042  | 2.385  |
|                                   | Bachelors +   | 2.032  | 1.000  | 1.476  | 1.359  | 3.269  |
|                                   | Masters       | 1.700  | 2.000  | 2.000  | 1.000  | 1.692  |
|                                   | Masters +     | 2.400  | 1.000  | 2.200  | 2.500  | 2.875  |
|                                   | Doctorate     | -  | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | -  | -  | -  | -  | -  |
|                                   | 4-7 Years     | 1.700  | 2.000  | 2.000  | 1.000  | 1.692  |
|                                   | 8-15 Years    | 2.089  | 1.000  | 1.743  | 1.942  | 2.861  |
|                                   | 16-25 Years   | 2.343  | 1.500  | 1.762  | 1.583  | 2.885  |
|                                   | Over 25 Yrs.  | 3.778  | 3.333  | 3.000  | 2.250  | 2.692  |
| By<br>Ethnicity                   | Anglo         | 2.388  | 1.667  | 2.030  | 1.694  | 2.760  |
|                                   | Hispanic      | 2.400  | 2.000  | 1.857  | 1.833  | 2.077  |
|                                   | Native Am.    | -  | -  | -  | -  | -  |
|                                   | Black         | -  | -  | -  | -  | -  |
|                                   | Asian         | -  | -  | -  | -  | -  |
|                                   | Other         | -  | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.411  | 1.867  | 2.069  | 1.794  | 2.437  |
|                                   | Male          | -  | -  | -  | -  | -  |

**Table 23**  
**Average Subsection Scores For All**  
**Career Ladder Teachers, Program Components,**  
**and Demographic Conditions**  
**District Code 8**

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.603   | 2.606  | 2.682  | 2.642  | 3.171  |
|                                   | Mid/Jr. High  | 2.675   | 2.533  | 2.640  | 2.631  | 3.020  |
|                                   | High School   | 2.624   | 2.624  | 2.807  | 2.725  | 3.061  |
|                                   | DNA           | 2.750   | 3.125  | 2.714  | 2.923  | 2.654  |
| By<br>Position<br>in<br>District  | Teacher       | 2.616   | 2.593  | 2.687  | 2.646  | 3.101  |
|                                   | Librarian     | 2.750   | 2.792  | 2.500  | 2.946  | 3.462  |
|                                   | Counselor     | 2.606   | 2.683  | 2.410  | 2.763  | 3.015  |
|                                   | Other Res.    | 2.720   | 2.565  | 2.790  | 2.673  | 3.254  |
|                                   | Bldg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.761   | 2.575  | 2.639  | 2.779  | 3.087  |
|                                   | Bachelors +   | 2.612   | 2.616  | 2.723  | 2.635  | 3.135  |
|                                   | Masters       | 2.699   | 2.695  | 2.801  | 2.681  | 3.103  |
|                                   | Masters +     | 2.540   | 2.505  | 2.588  | 2.603  | 3.089  |
|                                   | Doctorate     | -   | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.752   | 2.690  | 2.698  | 2.804  | 3.138  |
|                                   | 4-7 Years     | 2.678   | 2.675  | 2.782  | 2.740  | 3.135  |
|                                   | 8-15 Years    | 2.594   | 2.487  | 2.654  | 2.565  | 3.085  |
|                                   | 16-25 Years   | 2.388   | 2.630  | 2.516  | 2.529  | 3.154  |
|                                   | Over 25 Yrs.  | 2.356   | 2.222  | 2.286  | 2.128  | 3.103  |
| By<br>Ethnicity                   | Anglo         | 2.606   | 2.589  | 2.676  | 2.645  | 3.116  |
|                                   | Hispanic      | 2.802   | 2.629  | 2.632  | 2.652  | 3.225  |
|                                   | Native Am.    | 2.658   | 3.000  | 2.773  | 2.789  | 3.019  |
|                                   | Black         | -   | -  | -  | -  | -  |
|                                   | Asian         | 2.633   | 2.778  | 2.952  | 2.966  | 3.462  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.621   | 2.600  | 2.671  | 2.657  | 3.140  |
|                                   | Male          | 2.626   | 2.573  | 2.735  | 2.645  | 3.018  |

Table 24  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 8

| Question                          | Category      | General<br>Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|--|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.117  | 2.401  | 2.148  | 2.289  | 3.190  |
|                                   | Mid/Jr. High  | 2.134  | 2.463  | 2.074  | 2.272  | 3.098  |
|                                   | High School   | 1.777  | 2.060  | 1.763  | 1.840  | 2.868  |
|                                   | DNA           | 2.167  | 2.167  | 1.000  | 3.000  | 3.231  |
| By<br>Position<br>in<br>District  | Teacher       | 1.996  | 2.313  | 1.994  | 2.120  | 3.066  |
|                                   | Librarian     | 1.911  | 2.028  | 2.190  | 2.124  | 2.624  |
|                                   | Counselor     | 1.994  | 2.967  | 2.052  | 2.234  | 3.467  |
|                                   | Other Res.    | 2.507  | 2.240  | 2.260  | 2.712  | 3.203  |
|                                   | Bldg. Adm.    | 3.000  | 3.250  | 3.143  | 3.093  | 4.000  |
|                                   | Ctrl. Of. Ad. | -  | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.247  | 2.123  | 2.086  | 2.422  | 3.200  |
|                                   | Bachelors +   | 2.090  | 2.343  | 2.123  | 2.253  | 3.165  |
|                                   | Masters       | 2.160  | 2.353  | 1.726  | 2.122  | 3.187  |
|                                   | Masters +     | 1.910  | 2.403  | 1.998  | 2.057  | 2.960  |
|                                   | Doctorate     | -  | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.409  | 2.423  | 2.367  | 2.622  | 3.249  |
|                                   | 4-7 Years     | 2.113  | 2.135  | 2.064  | 2.177  | 3.007  |
|                                   | 8-15 Years    | 2.026  | 2.433  | 2.010  | 2.255  | 3.084  |
|                                   | 16-25 Years   | 1.915  | 2.433  | 2.009  | 2.047  | 3.132  |
|                                   | Over 25 Yrs.  | 1.745  | 1.917  | 1.642  | 1.581  | 2.812  |
| By<br>Ethnicity                   | Anglo         | 2.059  | 2.412  | 2.075  | 2.248  | 3.138  |
|                                   | Hispanic      | 1.644  | 1.857  | 1.744  | 1.768  | 2.868  |
|                                   | Native Am.    | 1.867  | 2.000  | 1.000  | 1.000  | 2.423  |
|                                   | Black         | 1.917  | 2.292  | 2.071  | 1.993  | 2.606  |
|                                   | Asian         | 3.333  | -  | -  | -  | 3.231  |
|                                   | Other         | -  | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.076  | 2.349  | 2.067  | 2.274  | 3.167  |
|                                   | Male          | 1.900  | 2.290  | 1.945  | 1.934  | 2.851  |

**Table 25**  
**Average Subsection Scores For All**  
**Career Ladder Teachers, Program Components,**  
**and Demographic Conditions**  
**District Code 9**

| Question                 | Category      | General Concepts Average Scale Score | Staff Concepts Average Scale Score | Teacher Evaluation Concepts Average Scale Score | Career Ladder Placement Concepts Average Scale Score | Climate Concepts Average Scale Score |
|--------------------------|---------------|--------------------------------------|------------------------------------|---|--|--------------------------------------|
| By Level Taught          | Elementary    | 2.647                                | 2.773                              | 2.873   | 2.713  | 3.038                                |
|                          | Mid/Jr. High  | 2.744                                | 3.350                              | 2.662   | 2.712  | 3.162                                |
|                          | High School   | 2.450                                | 3.667                              | 2.857   | 2.692  | 3.846                                |
|                          | DNA           | -                                    | -                                  | -   | -  | -                                    |
| By Position in District  | Teacher       | 2.588                                | 2.911                              | 2.713   | 2.624  | 3.095                                |
|                          | Librarian     | 2.500                                | 3.333                              | 3.143   | 3.000  | 3.308                                |
|                          | Counselor     | 3.114                                | 3.583                              | 2.940   | 3.016  | 3.538                                |
|                          | Other Res.    | 2.811                                | 2.926                              | 3.103   | 2.895  | 3.027                                |
|                          | Bldg. Adm.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Ctrl. Of. Ad. | -                                    | -                                  | -   | -  | -                                    |
| By Degree Currently Held | Bachelors     | 2.850                                | 2.833                              | 2.545   | 2.484  | 3.019                                |
|                          | Bachelors +   | 2.591                                | 2.861                              | 2.821   | 2.725  | 2.974                                |
|                          | Masters       | 2.645                                | 3.125                              | 2.943   | 2.898  | 3.029                                |
|                          | Masters +     | 2.691                                | 3.000                              | 2.829   | 2.656  | 3.320                                |
|                          | Doctorate     | -                                    | -                                  | -   | -  | -                                    |
| Years Total As Teacher   | 1-3 Years     | 2.812                                | 2.738                              | 2.593   | 2.561  | 3.011                                |
|                          | 4-7 Years     | 2.896                                | 3.185                              | 2.939   | 2.885  | 3.214                                |
|                          | 8-15 Years    | 2.655                                | 3.037                              | 2.863   | 2.710  | 3.128                                |
|                          | 16-25 Years   | 2.240                                | 2.750                              | 2.643   | 2.469  | 2.864                                |
|                          | Over 25 Yrs.  | 2.172                                | 2.500                              | 3.143   | 3.081  | 3.385                                |
| By Ethnicity             | Anglo         | 2.664                                | 2.947                              | 2.819   | 2.745  | 3.099                                |
|                          | Hispanic      | 2.600                                | 3.167                              | 2.857   | 2.056  | 3.269                                |
|                          | Native Am.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Black         | -                                    | -                                  | -   | -  | -                                    |
|                          | Asian         | -                                    | -                                  | -   | -  | -                                    |
|                          | Other         | -                                    | -                                  | -   | -  | -                                    |
| By Gender                | Female        | 2.640                                | 2.890                              | 2.836   | 2.670  | 3.124                                |
|                          | Male          | 2.726                                | 3.167                              | 2.771   | 2.840  | 3.054                                |

Table 26  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 9

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.139   | 3.000  | 1.951  | 2.449  | 2.577  |
|                                   | Mid/Jr. High  | 2.533   | 3.111  | 2.524  | 2.723  | 2.858  |
|                                   | High School   | -   | -  | -  | -  | -  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.426   | 2.972  | 2.329  | 2.750  | 2.685  |
|                                   | Librarian     | -   | -  | -  | -  | -  |
|                                   | Counselor     | -   | -  | -  | -  | -  |
|                                   | Other Res.    | -   | -  | -  | -  | -  |
|                                   | Bldg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.652   | 2.389  | 2.135  | 2.603  | 2.692  |
|                                   | Bachelors +   | -   | -  | -  | -  | -  |
|                                   | Masters       | 2.300   | 4.000  | 2.500  | 2.962  | 2.654  |
|                                   | Masters +     | -   | -  | -  | -  | -  |
|                                   | Doctorate     | 2.000   | 2.667  | 2.571  | 2.760  | 2.727  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.500   | 3.167  | 2.143  | 2.600  | 2.615  |
|                                   | 4-7 Years     | -   | -  | -  | -  | -  |
|                                   | 8-15 Years    | 2.278   | 2.583  | 2.702  | 3.051  | 2.825  |
|                                   | 16-25 Years   | -   | -  | -  | -  | -  |
|                                   | Over 25 Yrs.  | 1.600   | 3.500  | 1.400  | 1.462  | 2.769  |
| By<br>Ethnicity                   | Anglo         | 2.426   | 2.972  | 2.329  | 2.750  | 2.685  |
|                                   | Hispanic      | -   | -  | -  | -  | -  |
|                                   | Native Am.    | -   | -  | -  | -  | -  |
|                                   | Black         | -   | -  | -  | -  | -  |
|                                   | Asian         | -   | -  | -  | -  | -  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.426   | 2.972  | 2.329  | 2.750  | 2.685  |
|                                   | Male          | 2.120   | 3.200  | 2.343  | 2.373  | 2.831  |

Table 27  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 10

| Question                 | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff Concepts<br>Average<br>Scale<br>Score | Teacher Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate Concepts<br>Average<br>Scale<br>Score |
|--------------------------|---------------|---|---|---|---|---|
| By Level Taught          | Elementary    | 3.157   | 3.321                                       | 3.163   | 3.100   | 3.341   |
|                          | Mid/Jr. High  | 3.433   | 3.250                                       | 3.571   | 3.564   | 3.359   |
|                          | High School   | 3.633   | 3.250                                       | 3.524   | 3.818   | 3.305   |
|                          | DNA           | -   | -   | -   | -   | -   |
| By Position in District  | Teacher       | 3.490   | 3.325                                       | 3.414   | 3.462   | 3.408   |
|                          | Librarian     | -   | -   | -   | -   | -   |
|                          | Counselor     | -   | -   | -   | -   | -   |
|                          | Other Res.    | 2.250   | 3.000                                       | 2.785   | 2.654   | 2.923   |
|                          | Bldg. Adm.    | -   | -   | -   | -   | -   |
|                          | Ctrl. Of. Ad. | -   | -   | -   | -   | -   |
| By Degree Currently Held | Bachelors     | 3.600   | 3.250                                       | 3.714   | 3.769   | 3.769   |
|                          | Bachelors +   | 3.440   | 3.250                                       | 3.429   | 3.512   | 3.400   |
|                          | Masters       | -   | -   | -   | -   | -   |
|                          | Masters +     | 3.100   | 3.292                                       | 3.143   | 3.100   | 3.192   |
|                          | Doctorate     | 3.900   | 3.500                                       | 3.714   | 3.917   | 3.455   |
| Years Total As Teacher   | 1-3 Years     | 3.600   | 3.250                                       | 3.714   | 3.769   | 3.769   |
|                          | 4-7 Years     | 3.350   | 3.125                                       | 3.500   | 3.279   | 3.231   |
|                          | 8-15 Years    | 3.086   | 3.214                                       | 3.102   | 3.140   | 3.153   |
|                          | 16-25 Years   | 3.700   | 3.750                                       | 4.000   | 3.692   | 3.538   |
|                          | Over 25 Yrs.  | 3.850   | 3.500                                       | 3.500   | 3.923   | 3.769   |
| By Ethnicity             | Anglo         | 3.312   | 3.344                                       | 3.357   | 3.509   | 3.268   |
|                          | Hispanic      | -   | -   | -   | -   | -   |
|                          | Native Am.    | 3.475   | 3.250                                       | 3.321   | 3.232   | 3.481   |
|                          | Black         | -   | -   | -   | -   | -   |
|                          | Asian         | 2.900   | 3.000                                       | 3.286   | 2.846   | 3.308   |
|                          | Other         | -   | -   | -   | -   | -   |
| By Gender                | Female        | 3.337   | 3.281                                       | 3.261   | 3.270   | 3.317   |
|                          | Male          | 3.320   | 3.300                                       | 3.457   | 3.537   | 3.368   |

**Table 28**  
**Average Subsection Scores For All**  
**Non-Career Ladder Teachers, Program Components,**  
**and Demographic Conditions**  
**District Code 10**

| Question                 | Category      | General Concepts Average Scale Score | Staff Concepts Average Scale Score | Teacher Evaluation Concepts Average Scale Score | Career Ladder Placement Concepts Average Scale Score | Climate Concepts Average Scale Score |
|--------------------------|---------------|--------------------------------------|------------------------------------|---|--|--------------------------------------|
| By Level Taught          | Elementary    | 2.612                                | 2.500                              | 2.471   | 2.477  | 2.654                                |
|                          | Mid/Jr. High  | 2.206                                | 2.208                              | 1.923   | 1.813  | 2.769                                |
|                          | High School   | -                                    | -                                  | -   | -  | -                                    |
|                          | DNA           | -                                    | -                                  | -   | -  | -                                    |
| By Position in District  | Teacher       | 2.296                                | 2.298                              | 2.184   | 1.990  | 2.582                                |
|                          | Librarian     | -                                    | -                                  | -   | -  | -                                    |
|                          | Counselor     | 2.944                                | 3.375                              | 2.714   | 2.231  | 2.538                                |
|                          | Other Res.    | 3.200                                | 2.750                              | 2.286   | 3.231  | 3.615                                |
|                          | Bldg. Adm.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Ctrl. Of. Ad. | -                                    | -                                  | -   | -  | -                                    |
| By Degree Currently Held | Bachelors     | 2.600                                | 2.750                              | 3.286   | 2.692  | 2.769                                |
|                          | Bachelors +   | 1.500                                | 1.292                              | 1.300   | 1.192  | 2.500                                |
|                          | Masters       | 3.444                                | 3.750                              | 3.429   | 2.538  | 3.000                                |
|                          | Masters +     | 2.735                                | 2.700                              | 2.338   | 2.416  | 2.785                                |
|                          | Doctorate     | -                                    | -                                  | -   | -  | -                                    |
| Years Total As Teacher   | 1-3 Years     | -                                    | -                                  | -   | -  | -                                    |
|                          | 4-7 Years     | 1.400                                | 1.250                              | 1.600   | 1.385  | 1.769                                |
|                          | 8-15 Years    | 2.612                                | 2.271                              | 2.143   | 1.900  | 2.654                                |
|                          | 16-25 Years   | 2.412                                | 2.875                              | 2.060   | 2.740  | 3.269                                |
|                          | Over 25 Yrs.  | 2.944                                | 3.375                              | 2.714   | 2.231  | 2.538                                |
| By Ethnicity             | Anglo         | 2.412                                | 2.875                              | 2.060   | 2.740  | 3.269                                |
|                          | Hispanic      | 2.944                                | 3.375                              | 2.714   | 2.231  | 2.538                                |
|                          | Native Am.    | 2.612                                | 2.271                              | 2.143   | 1.900  | 2.654                                |
|                          | Black         | -                                    | -                                  | -   | -  | -                                    |
|                          | Asian         | -                                    | -                                  | -   | -  | -                                    |
|                          | O. or         | -                                    | -                                  | -   | -  | -                                    |
| By Gender                | Female        | 2.770                                | 2.875                              | 2.551   | 2.404  | 2.721                                |
|                          | Male          | 1.600                                | 1.333                              | 1.000   | 1.000  | 3.231                                |

Table 29  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 11

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|---|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.524   | 2.433                                       | 2.662  | 2.390  | 2.923  |
|                                   | Mid/Jr. High  | 2.672   | 2.167                                       | 2.571  | 3.054  | 2.462  |
|                                   | High School   | -   | -   | -  | -  | -  |
|                                   | DNA           | -   | -   | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.567   | 2.357                                       | 2.636  | 2.580  | 2.791  |
|                                   | Librarian     | -   | -   | -  | -  | -  |
|                                   | Counselor     | -   | -   | -  | -  | -  |
|                                   | Other Res.    | -   | -   | -  | -  | -  |
|                                   | Bldg. Adm.    | -   | -   | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -   | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | -   | -   | -  | -  | -  |
|                                   | Bachelors +   | 2.761   | 2.472                                       | 2.853  | 2.760  | 2.782  |
|                                   | Masters       | -   | -   | -  | -  | -  |
|                                   | Masters +     | 1.400   | 1.667                                       | 1.333  | 1.500  | 2.846  |
|                                   | Doctorate     | -   | -   | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | -   | -   | -  | -  | -  |
|                                   | 4-7 Years     | 2.450   | 2.333                                       | 2.607  | 2.598  | 2.233  |
|                                   | 8-15 Years    | 2.833   | 2.750                                       | 2.667  | 2.350  | 3.017  |
|                                   | 16-25 Years   | 2.467   | 2.111                                       | 2.635  | 2.587  | 2.974  |
|                                   | Over 25 Yrs.  | -   | -   | -  | -  | -  |
| By<br>Ethnicity                   | Anglo         | 2.567   | 2.357                                       | 2.636  | 2.580  | 2.791  |
|                                   | Hispanic      | -   | -   | -  | -  | -  |
|                                   | Native Am.    | -   | -   | -  | -  | -  |
|                                   | Black         | -   | -   | -  | -  | -  |
|                                   | Asian         | -   | -   | -  | -  | -  |
|                                   | Other         | -   | -   | -  | -  | -  |
| By<br>Gender                      | Female        | 2.567   | 2.357                                       | 2.636  | 2.580  | 2.791  |
|                                   | Male          | -   | -   | -  | -  | -  |

Table 30  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 11

| Question                          | Category      | General<br>Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|--|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.230  | 1.929  | 2.273  | 2.190  | 2.771  |
|                                   | Mid/Jr. High  | 1.980  | 2.185  | 2.221  | 2.253  | 2.662  |
|                                   | High School   | -  | -  | -  | -  | -  |
|                                   | DNA           | -  | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.100  | 1.921  | 2.239  | 2.185  | 2.722  |
|                                   | Librarian     | 1.500  | 2.000  | 2.571  | 1.923  | 2.231  |
|                                   | Counselor     | -  | -  | -  | -  | -  |
|                                   | Other Res.    | 2.900  | 3.250  | 2.667  | 2.695  | 2.846  |
|                                   | Bldg. Adm.    | -  | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -  | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.417  | 2.472  | 2.701  | 2.554  | 3.269  |
|                                   | Bachelors +   | 2.117  | 1.851  | 2.104  | 2.079  | 2.643  |
|                                   | Masters       | 2.462  | 2.333  | 2.429  | 2.727  | 2.572  |
|                                   | Masters +     | 1.950  | 1.952  | 2.435  | 2.235  | 2.538  |
|                                   | Doctorate     | -  | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.457  | 2.429  | 2.652  | 2.393  | 3.231  |
|                                   | 4- Years      | 1.951  | 1.743  | 2.133  | 2.166  | 2.667  |
|                                   | 8-15 Years    | 2.009  | 1.795  | 2.165  | 2.065  | 2.615  |
|                                   | 16-25 Years   | 2.375  | 2.155  | 2.307  | 2.295  | 2.490  |
|                                   | Over 25 Yrs.  | 2.000  | 3.000  | 2.500  | 2.667  | -  |
| By<br>Ethnicity                   | Anglo         | 2.071  | 1.956  | 2.230  | 2.181  | 2.688  |
|                                   | Hispanic      | -  | -  | -  | -  | -  |
|                                   | Native Am.    | 3.400  | 2.333  | 3.429  | 2.923  | 3.154  |
|                                   | Black         | -  | -  | -  | -  | -  |
|                                   | Asian         | 3.700  | 3.000  | 3.000  | 2.846  | 3.385  |
|                                   | Other         | -  | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.242  | 1.933  | 2.352  | 2.253  | 2.797  |
|                                   | Male          | 1.775  | 2.262  | 2.003  | 2.079  | 2.426  |

**Table 31**  
**Average Subsection Scores For All**  
**Career Ladder Teachers, Program Components,**  
**and Demographic Conditions**  
**District Code 12**

| Question                 | Category      | General Concepts Average Scale Score | Staff Concepts Average Scale Score | Teacher Evaluation Concepts Average Scale Score | Career Ladder Placement Concepts Average Scale Score | Climate Concepts Average Scale Score |
|--------------------------|---------------|--------------------------------------|------------------------------------|---|--|--------------------------------------|
| By Level Taught          | Elementary    | 2.203                                | 2.064                              | 2.116   | 2.035  | 2.407                                |
|                          | Mid/Jr. High  | 2.050                                | 1.625                              | 1.667   | 1.978  | 2.500                                |
|                          | High School   | -                                    | -                                  | -   | -  | -                                    |
|                          | DNA           | -                                    | -                                  | -   | -  | -                                    |
| By Position in District  | Teacher       | 2.232                                | 1.892                              | 1.940   | 2.018  | 2.326                                |
|                          | Litrarian     | -                                    | -                                  | -   | -  | -                                    |
|                          | Counselor     | -                                    | -                                  | -   | -  | -                                    |
|                          | Other Res.    | 2.125                                | 2.229                              | 2.288   | 2.063  | 2.697                                |
|                          | Bldg. Adm.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Ctrl. Of. Ad. | -                                    | -                                  | -   | -  | -                                    |
| By Degree Currently Held | Bachelors     | -                                    | -                                  | -   | -  | -                                    |
|                          | Bachelors +   | 2.611                                | 2.121                              | 2.287   | 2.180  | 2.562                                |
|                          | Masters       | 1.756                                | 2.000                              | 1.714   | 1.942  | 3.231                                |
|                          | Masters +     | 1.900                                | 1.833                              | 1.901   | 1.893  | 1.983                                |
|                          | Doctorate     | -                                    | -                                  | -   | -  | -                                    |
| Years Total As Teacher   | 1-3 Years     | 1.800                                | 2.667                              | 2.000   | 2.385  | 3.923                                |
|                          | 4-7 Years     | -                                    | -                                  | -   | -  | -                                    |
|                          | 8-15 Years    | 2.188                                | 1.896                              | 2.007   | 1.997  | 2.286                                |
|                          | 16-25 Years   | 2.500                                | 1.667                              | 2.381   | 2.101  | 1.688                                |
|                          | Over 25 Yrs.  | 1.889                                | 3.000                              | 2.000   | 1.889  | 3.846                                |
| By Ethnicity             | Anglo         | 2.310                                | 2.160                              | 2.219   | 2.134  | 2.555                                |
|                          | Hispanic      | 1.000                                | 1.000                              | 1.000   | 1.000  | 1.000                                |
|                          | Native Am.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Black         | -                                    | -                                  | -   | -  | -                                    |
|                          | Asian         | -                                    | -                                  | -   | -  | -                                    |
|                          | Other         | -                                    | -                                  | -   | -  | -                                    |
| By Gender                | Female        | 2.184                                | 2.006                              | 2.056   | 2.028  | 2.420                                |
|                          | Male          | -                                    | -                                  | -   | -  | -                                    |

Table 32  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 12

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 1.752   | 2.007  | 1.857  | 1.839  | 2.688  |
|                                   | Mid/Jr. High  | 1.795   | 1.775  | 1.762  | 1.856  | 2.533  |
|                                   | High School   | -   | -  | -  | -  | -  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 1.751   | 1.960  | 1.838  | 1.846  | 2.648  |
|                                   | Librarian     | 1.526   | 1.694  | 2.119  | 1.692  | 2.394  |
|                                   | Counselor     | 1.000   | -  | 1.000  | 1.308  | 2.923  |
|                                   | Other Res.    | 1.840   | 2.034  | 1.793  | 1.854  | 2.670  |
|                                   | Bldg. Adm.    | 3.167   | 3.667  | 3.000  | 3.182  | 3.154  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.027   | 1.977  | 1.892  | 1.992  | 2.611  |
|                                   | Bachelors +   | 1.713   | 1.852  | 1.810  | 1.754  | 2.575  |
|                                   | Masters       | 1.734   | 1.804  | 2.024  | 1.718  | 2.636  |
|                                   | Masters +     | 1.701   | 2.160  | 1.805  | 1.914  | 2.811  |
|                                   | Doctorate     | 1.400   | 3.000  | 2.750  | 3.000  | 3.154  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.124   | 2.043  | 2.051  | 1.964  | 2.788  |
|                                   | 4-7 Years     | 1.986   | 2.062  | 1.972  | 2.097  | 2.722  |
|                                   | 8-15 Years    | 1.572   | 1.788  | 1.684  | 1.615  | 2.543  |
|                                   | 16-25 Years   | 1.663   | 2.121  | 1.850  | 1.916  | 2.611  |
|                                   | Over 25 Yrs.  | 1.526   | 2.018  | 1.769  | 1.792  | 2.809  |
| By<br>Ethnicity                   | Anglo         | 1.821   | 2.006  | 1.912  | 1.891  | 2.712  |
|                                   | Hispanic      | 1.520   | 1.619  | 1.467  | 1.548  | 2.315  |
|                                   | Native Am.    | 2.615   | 2.528  | 2.024  | 2.452  | 2.256  |
|                                   | Black         | 1.519   | 1.667  | 1.690  | 1.564  | 1.669  |
|                                   | Asian         | 1.924   | 1.667  | 1.071  | 1.000  | 2.641  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 1.782   | 1.936  | 1.850  | 1.812  | 2.654  |
|                                   | Male          | 1.810   | 2.174  | 1.884  | 1.963  | 2.662  |

Table 33  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 13

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|---|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 3.113   | 3.286                                       | 3.661  | 3.141  | 3.177  |
|                                   | Mid/Jr. High  | -   | -   | -  | -  | -  |
|                                   | High School   | 2.500   | 2.083                                       | 2.119  | 1.936  | 2.410  |
|                                   | DNA           | -   | -   | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.909   | 2.917                                       | 3.071  | 2.746  | 2.873  |
|                                   | Librarian     | -   | -   | -  | -  | -  |
|                                   | Counselor     | -   | -   | -  | -  | -  |
|                                   | Other Res.    | 3.125   | 3.000                                       | 3.750  | 3.083  | 3.308  |
|                                   | Bldg. Adm.    | -   | -   | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -   | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.900   | 4.000                                       | 3.000  | 3.231  | 2.167  |
|                                   | Bachelors +   | 3.412   | 3.667                                       | 3.929  | 3.432  | 3.718  |
|                                   | Masters       | 2.778   | 2.333                                       | 3.500  | 2.750  | 2.385  |
|                                   | Masters +     | 2.805   | 2.650                                       | 2.793  | 2.440  | 2.862  |
|                                   | Doctorate     | -   | -   | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.900   | 4.000                                       | 3.000  | 3.231  | 2.167  |
|                                   | 4-7 Years     | 3.125   | 3.000                                       | 3.750  | 3.083  | 3.308  |
|                                   | 8-15 Years    | 2.771   | 2.450                                       | 2.804  | 2.584  | 2.827  |
|                                   | 16-25 Years   | 3.400   | 4.000                                       | 3.857  | 3.308  | 3.769  |
|                                   | Over 25 Yrs.  | 3.012   | 3.000                                       | 3.250  | 2.625  | 2.872  |
| By<br>Ethnicity                   | Anglo         | 3.045   | 2.896                                       | 3.036  | 2.750  | 2.590  |
|                                   | Hispanic      | -   | -   | -  | -  | -  |
|                                   | Native Am.    | 2.931   | 2.917                                       | 3.821  | 3.064  | 3.615  |
|                                   | Black         | -   | -   | -  | -  | -  |
|                                   | Asian         | -   | -   | -  | -  | -  |
|                                   | Other         | -   | -   | -  | -  | -  |
| By<br>Gender                      | Female        | 3.042   | 3.278                                       | 3.693  | 3.164  | 3.336  |
|                                   | Male          | 2.852   | 2.528                                       | 2.714  | 2.500  | 2.231  |

Table 34  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 13

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.001   | 2.363  | 2.083  | 2.300  | 3.304  |
|                                   | Mid/Jr. High  | 2.467   | 2.287  | 2.201  | 2.315  | 2.877  |
|                                   | High School   | 2.121   | 2.088  | 2.226  | 2.242  | 2.323  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.133   | 2.217  | 2.197  | 2.274  | 2.844  |
|                                   | Librarian     | 1.904   | 2.250  | 1.857  | 2.538  | 2.295  |
|                                   | Counselor     | 2.300   | 0  | 2.000  | 2.875  | 2.769  |
|                                   | Other Res.    | 2.073   | 2.646  | 1.933  | 2.068  | 3.215  |
|                                   | Bldg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.681   | -  | 2.000  | 2.000  | 2.513  |
|                                   | Bachelors +   | 2.037   | 2.137  | 2.042  | 2.083  | 2.837  |
|                                   | Masters       | 2.469   | 1.733  | 2.589  | 2.512  | 2.822  |
|                                   | Masters +     | 2.071   | 2.542  | 2.191  | 2.450  | 2.902  |
|                                   | Doctorate     | 1.200   | -  | -  | -  | 3.231  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.004   | 2.028  | 1.979  | 2.156  | 3.013  |
|                                   | 4-7 Years     | 2.040   | 1.977  | 1.969  | 1.895  | 2.652  |
|                                   | 8-15 Years    | 2.154   | 2.263  | 2.341  | 2.26   | 3.006  |
|                                   | 16-25 Years   | 2.336   | 2.858  | 2.339  | 2.541  | 2.794  |
|                                   | Over 25 Yrs.  | 1.975   | 1.937  | 1.900  | 1.952  | 2.434  |
| By<br>Ethnicity                   | Anglo         | 2.058   | 2.271  | 2.046  | 2.294  | 2.823  |
|                                   | Hispanic      | 1.778   | 4.000  | 2.333  | 2.667  | 3.769  |
|                                   | Native Am.    | 2.346   | 1.778  | 2.492  | 2.343  | 2.938  |
|                                   | Black         | 3.000   | 4.000  | 3.000  | 3.143  | 3.846  |
|                                   | Asian         | -   | -  | -  | -  | -  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.273   | 2.281  | 2.265  | 2.441  | 2.960  |
|                                   | Male          | 1.831   | 2.147  | 1.919  | 2.059  | 2.673  |

Table 35  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 14

| Question                          | Category      | General<br>Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|--|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 1.400  | 1.250  | 2.000  | 1.667  | 1.923  |
|                                   | Mid/Jr. High  | -  | -  | -  | -  | -  |
|                                   | High School   | -  | -  | -  | -  | -  |
|                                   | DNA           | -  | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 1.400  | 1.250  | 2.000  | 1.667  | 1.923  |
|                                   | Librarian     | -  | -  | -  | -  | -  |
|                                   | Counselor     | -  | -  | -  | -  | -  |
|                                   | Other Res.    | -  | -  | -  | -  | -  |
|                                   | Bldg. Adm.    | -  | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -  | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | -  | -  | -  | -  | -  |
|                                   | Bachelors +   | -  | -  | -  | -  | -  |
|                                   | Masters       | -  | -  | -  | -  | -  |
|                                   | Masters +     | 1.400  | 1.250  | 2.000  | 1.667  | 1.923  |
|                                   | Doctorate     | -  | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | -  | -  | -  | -  | -  |
|                                   | 4-7 Years     | -  | -  | -  | -  | -  |
|                                   | 8-15 Years    | -  | -  | -  | -  | -  |
|                                   | 16-25 Years   | 1.400  | 1.250  | 2.000  | 1.667  | 1.923  |
|                                   | Over 25 Yrs.  | -  | -  | -  | -  | -  |
| By<br>Ethnicity                   | Anglo         | 1.400  | 1.250  | 2.000  | 1.667  | 1.923  |
|                                   | Hispanic      | -  | -  | -  | -  | -  |
|                                   | Native Am.    | -  | -  | -  | -  | -  |
|                                   | Black         | -  | -  | -  | -  | -  |
|                                   | Asian         | -  | -  | -  | -  | -  |
|                                   | Other         | -  | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 1.400  | 1.250  | 2.000  | 1.667  | 1.923  |
|                                   | Male          | -  | -  | -  | -  | -  |

Table 36  
Average Subsection Scores For All  
Non-Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 14

| Question                          | Category      | General Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|---|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.013   | 2.000  | 2.073  | 1.880  | 2.199  |
|                                   | Mid/Jr. High  | 1.637   | 2.222  | 1.698  | 1.908  | 1.902  |
|                                   | High School   | -   | -  | -  | -  | -  |
|                                   | DNA           | -   | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.007   | 2.026  | 2.084  | 1.960  | 2.145  |
|                                   | Librarian     | -   | -  | -  | -  | -  |
|                                   | Counselor     | -   | -  | -  | -  | -  |
|                                   | Other Res.    | 1.500   | 2.333  | 1.425  | 1.278  | 2.186  |
|                                   | Eldg. Adm.    | -   | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -   | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.067   | 1.819  | 2.095  | 1.729  | 2.207  |
|                                   | Bachelors +   | 1.909   | 2.229  | 1.812  | 1.888  | 2.097  |
|                                   | Masters       | -   | -  | -  | -  | -  |
|                                   | Masters +     | 1.870   | 2.208  | 2.188  | 2.067  | 2.154  |
|                                   | Doctorate     | -   | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.139   | 2.024  | 2.193  | 1.969  | 2.231  |
|                                   | 4-7 Years     | 1.806   | 2.167  | 1.633  | 1.932  | 1.923  |
|                                   | 8-15 Years    | 1.550   | 1.389  | 1.583  | 1.128  | 1.750  |
|                                   | 16-25 Years   | -   | -  | -  | -  | -  |
|                                   | Over 25 Yrs.  | 2.017   | 3.000  | 2.286  | 2.607  | 2.590  |
| By<br>Ethnicity                   | Anglo         | 1.924   | 2.090  | 2.000  | 1.919  | 2.163  |
|                                   | Hispanic      | -   | -  | -  | -  | -  |
|                                   | Native Am.    | -   | -  | -  | -  | -  |
|                                   | Black         | -   | -  | -  | -  | -  |
|                                   | Asian         | -   | -  | -  | -  | -  |
|                                   | Other         | -   | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 1.957   | 2.111  | 2.089  | 1.924  | 2.194  |
|                                   | Male          | 2.111   | 2.000  | 1.667  | 2.308  | 2.308  |

Table 37  
Average Subsection Scores For All  
Career Ladder Teachers, Program Components,  
and Demographic Conditions  
District Code 15

| Question                          | Category      | General<br>Concepts<br>Average<br>Scale<br>Score | Staff<br>Concepts<br>Average<br>Scale<br>Score | Teacher<br>Evaluation<br>Concepts<br>Average<br>Scale<br>Score | Career<br>Ladder<br>Placement<br>Concepts<br>Average<br>Scale<br>Score | Climate<br>Concepts<br>Average<br>Scale<br>Score |
|-----------------------------------|---------------|--|--|--|--|--|
| By<br>Level<br>Taught             | Elementary    | 2.757  | 2.229  | 2.683  | 2.511  | 3.215  |
|                                   | Mid/Jr. High  | 2.600  | 2.500  | 2.143  | 2.455  | 2.769  |
|                                   | High School   | 2.487  | 2.219  | 2.277  | 2.350  | 2.997  |
|                                   | DNA           | -  | -  | -  | -  | -  |
| By<br>Position<br>in<br>District  | Teacher       | 2.669  | 2.200  | 2.527  | 2.429  | 3.083  |
|                                   | Librarian     | -  | -  | -  | -  | -  |
|                                   | Counselor     | -  | -  | -  | -  | -  |
|                                   | Other Res.    | 2.200  | 3.000  | 2.000  | 2.800  | 3.667  |
|                                   | Bldg. Adm.    | -  | -  | -  | -  | -  |
|                                   | Ctrl. Of. Ad. | -  | -  | -  | -  | -  |
| By<br>Degree<br>Currently<br>Held | Bachelors     | 2.100  | 2.500  | 3.000  | 2.615  | 3.583  |
|                                   | Bachelors +   | 2.601  | 1.937  | 2.373  | 2.209  | 2.949  |
|                                   | Masters       | 2.222  | 3.500  | 2.571  | 2.727  | 3.077  |
|                                   | Masters +     | 2.864  | 2.536  | 2.643  | 2.791  | 3.326  |
|                                   | Doctorate     | -  | -  | -  | -  | -  |
| Years<br>Total<br>As<br>Teacher   | 1-3 Years     | 2.267  | 1.667  | 2.429  | 2.013  | 3.202  |
|                                   | 4-7 Years     | 3.075  | 2.687  | 2.750  | 2.915  | 3.404  |
|                                   | 8-15 Years    | 2.558  | 2.075  | 2.312  | 2.289  | 2.897  |
|                                   | 16-25 Years   | 2.725  | 2.625  | 2.786  | 2.700  | 3.282  |
|                                   | Over 25 Yrs.  | -  | -  | -  | -  | -  |
| By<br>Ethnicity                   | Anglo         | 2.656  | 2.250  | 2.460  | 2.413  | 3.066  |
|                                   | Hispanic      | 2.294  | 1.500  | 2.167  | 1.932  | 2.962  |
|                                   | Native Am.    | 3.800  | 3.000  | 3.714  | 3.846  | 4.000  |
|                                   | Black         | 2.100  | 2.500  | 3.000  | 2.615  | 3.583  |
|                                   | Asian         | -  | -  | -  | -  | -  |
|                                   | Other         | -  | -  | -  | -  | -  |
| By<br>Gender                      | Female        | 2.566  | 2.150  | 2.437  | 2.341  | 3.058  |
|                                   | Male          | 2.900  | 2.450  | 2.771  | 2.764  | 3.338  |

**Table 38**  
**Average Subsection Scores For All**  
**Non-Career Ladder Teachers, Program Components,**  
**and Demographic Conditions**  
**District Code 15**

| Questi n                 | Category      | General Concepts Average Scale Score | Staff Concepts Average Scale Score | Teacher Evaluation Concepts Average Scale Score | Career Ladder Placement Concepts Average Scale Score | Climate Concepts Average Scale Score |
|--------------------------|---------------|--------------------------------------|------------------------------------|---|--|--------------------------------------|
| By Level Taught          | Elementary    | 2.170                                | 2.104                              | 2.039   | 1.955  | 2.967                                |
|                          | Mid/Jr. High  | 2.354                                | 3.042                              | 2.341   | 2.609  | 3.372                                |
|                          | High School   | 1.858                                | 2.217                              | 1.734   | 2.083  | 2.871                                |
|                          | DNA           | -                                    | -                                  | -   | -  | -                                    |
| By Position in District  | Teacher       | 2.151                                | 2.275                              | 1.999   | 2.096  | 2.994                                |
|                          | Librarian     | 2.250                                | 2.875                              | 2.714   | 2.000  | 3.154                                |
|                          | Counselor     | -                                    | -                                  | -   | -  | -                                    |
|                          | Other Res.    | 1.461                                | 1.000                              | 1.286   | 1.375  | 3.000                                |
|                          | Bldg. Adm.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Ctrl. Of. Ad. | -                                    | -                                  | -   | -  | -                                    |
| By Degree Currently Held | Bachelors     | 3.050                                | 2.375                              | 2.643   | 2.962  | 2.577                                |
|                          | Bachelors +   | 2.127                                | 2.271                              | 2.087   | 2.027  | 3.010                                |
|                          | Masters       | 2.025                                | 2.250                              | 1.583   | 1.621  | 3.125                                |
|                          | Masters +     | 2.035                                | 2.267                              | 1.953   | 2.097  | 3.015                                |
|                          | Doctorate     | -                                    | -                                  | -   | -  | -                                    |
| Years Total As Teacher   | 1-3 Years     | 2.100                                | 1.833                              | 2.238   | 2.513  | 2.256                                |
|                          | 4-7 Years     | 2.700                                | 3.050                              | 2.248   | 2.288  | 3.785                                |
|                          | 8-15 Years    | 2.133                                | 2.286                              | 2.105   | 2.005  | 2.956                                |
|                          | 16-25 Years   | 1.993                                | 1.991                              | 1.733   | 2.047  | 3.161                                |
|                          | Over 25 Yrs.  | 1.350                                | 2.125                              | 1.586   | 1.639  | 1.885                                |
| By Ethnicity             | Anglo         | 2.083                                | 2.294                              | 1.928   | 2.038  | 3.051                                |
|                          | Hispanic      | 2.417                                | 2.208                              | 2.592   | 2.443  | 2.484                                |
|                          | Native Am.    | -                                    | -                                  | -   | -  | -                                    |
|                          | Black         | 2.150                                | 2.000                              | 1.500   | 1.718  | 3.615                                |
|                          | Asian         | 1.600                                | -                                  | -   | 1.000  | 3.455                                |
|                          | Other         | -                                    | -                                  | -   | -  | -                                    |
| By Gender                | Female        | 2.120                                | 2.299                              | 2.030   | 2.106  | 3.002                                |
|                          | Male          | 2.210                                | 2.167                              | 1.957   | 2.002  | 2.947                                |

## Summary

This document presents average scores for each of the six sub-sections of the 1988 Perception Assessment Scale Survey. These averages are initially broken down separately for career ladder and non-career ladder respondents. Within each of these two groups, averages are reported for the following six demographic factors: level taught; position in district; degree currently held; ethnicity; and gender. These dually stratified results are also aggregated across all respondents; for Phase I, II and III districts; and presented separately for each of the 15 pilot-test districts. It is hoped that these demographic and district sub-groupings will reveal systematic sources of difference in respondents' attitudes with respect to the six major components of program assessment.